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Hindustan Aeronautics Limited

Azadi Ka Amrit Mahotsav

SELECTION OF DESIGN TRAINEES / MANAGEMENT TRAINEES

(Advt No.: HAL/HR/25(45)/2022/01 dated 9th February 2022)

1.1 Hindustan Aeronautics Limited (HAL) is a premier aeronautical complex in Asia, propelling the 'Make in India' dream of the country by undertaking design, production, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems. HAL has 20 Production Divisions, 10 R&D Centres and one Facilities Management Division, spread across seven states and nine geographical locations in India.

1.2 HAL, over the last eight decades, has grown progressively into an integrated Aerospace & Defence Organization, which has designed and developed 17 types of aircraft / helicopters, the recent being Hindustan Turbo Trainer (HTT)-40 Basic Trainer Aircraft and Light Utility Helicopter (LUH). The other major ongoing indigenous platforms are multi role Light Combat Aircraft (LCA - Tejas), Light Combat Helicopter (LCH), Advanced Light Helicopter variants ALH Dhruv, ALH Rudra etc. In addition to design and development of aircraft, HAL has also developed expertise in aircraft upgrades, weapon integration, etc. Also, HAL is currently working on the design and development of 25 kN turbofan engine (HTFE-25) suitable for business jets, trainers etc. and the 1200 kW turbo shaft engine (HTSE-1200) for Helicopters. The futuristic programmes of the Company include Indian Multi Role Helicopter (IMRH), Advanced Multirole Combat Aircraft (AMCA), LCA Mk II, Combat Air Teaming System (CATS) UAV, etc. through in-house as also collaborative efforts with leading national and international partners.

1.3 To fuel its ambitious growth plan, HAL is looking for young, energetic & result oriented Graduate Engineers/ Professionals with brilliant academic record for the posts of Design Trainee / Management Trainee in Technical and Non-Technical Disciplines for its various Production, Overhaul & Service Divisions / Research & Design Centres / Offices at Bengaluru (Karnataka), Nasik (Maharashtra), Koraput (Odisha), Lucknow, Kanpur and Korwa (Uttar Pradesh).

2. NUMBER OF VACANCIES & RESERVATION

2.1 Category wise breakup of vacancies is as detailed under:

Post Name	SC	ST	OBC (NCL)	EWS	UR	Total
Design Trainee						
Aeronautical	0	0	0	0	2	**2**
Electronics	2	1	4	1	7	**15**
Mechanical	3	1	6	1	10	**21**
Management Trainee (Technical)						
Computer Science	0	0	1	1	2	**4**
Electrical	1	1	1	0	1	**4**
Electronics	1	0	1	0	2	**4**
Mechanical	1	1	2	1	3	**8**
Production	0	0	0	0	2	**2**

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Post Name	SC	ST	OBC (NCL)	EWS	UR	Total
Management Trainee (IMM)						
Electrical	0	0	1	0	1	2
Mechanical	1	0	0	0	1	2
Production	0	0	1	0	0	**1**
Management Trainee						
Civil	1	1	1	0	2	**5**
Human Resources	1	0	1	0	3	**5**
Legal	1	1	1	1	1	**5**
Finance	0	0	2	0	3	**5**

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

2.2 For getting the benefits of reservation under OBC (NCL) Category:

a) The candidate must not belong to Creamy Layer. **OBC candidates who belong to Creamy Layer are not entitled for relaxation admissible to OBC (NCL) Category and such candidates have to indicate their category as UR in the Online Application Form;**
b) The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes'; and
c) The candidate needs to furnish their OBC (NCL) certificate as per the prescribed format, not older than **6 months as on 2.3.2022** at the time of Interview, if called for.

2.3 Reservation for candidates belonging to EWS Category will be as per the prevalent Government Directives.

2.4 **Reservation of Vacancies for Persons with Benchmark Disabilities (PwBDs)**

2.4.1 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 post of Design Trainees / Management Trainees. PwBDs suffering from not less than 40% of the identified disability shall be eligible for the benefit of reservation.

2.4.2 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 only.

2.4.3 Post wise details of the identified disabilities are as under:

Post Name	Disciplines	Type of Disabilities	No. of Vacancies earmarked for PwBDs
Design Trainee	Aeronautical Electronics Mechanical	HoH, OL, OA, LC, DW, AAV	1

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Post Name	Disciplines	Type of Disabilities	No. of Vacancies earmarked for PwBDs
Management Trainee (Technical)	Electrical Electronics Mechanical Production	HOH, OL	2
	Computer Science	HoH, OL, OA, BL, OAL, LC, DW, AAV	
Management Trainee (IMM)	Electrical Mechanical Production	HoH, OL, OA, LC, DW, AAV, MD, LV	
Management Trainee	Civil	HoH, OL, OA	
	HR	HoH, OL, OA, LC, DW, AAV, MD, LV	
	Legal	LV, OA, LC, DW, AAV, MD	
	Finance	HoH, OL, OA, BL, LC, DW, AAV, MD	

HoH: Hearing Impairment - Hard of Hearing; **OL:** Locomotor Disability - One Leg affected;
OA: Locomotor Disability - One Arm affected; **OAL:** Locomotor Disability- One Arm & One Leg;
BL: Locomotor Disability - Both Legs affected but not Arms; **LC:** Leprosy Cured;
DW: Dwarfism; **AAV:** Acid Attack Victim; **MD:** Multiple Disabilities;
LV: Visual Impairment - Low Vision

3. QUALIFICATION REQUIREMENT:

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

a) 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, as indicated below:

Post Name	Disciplines	Eligible Branches of Engineering
Design Trainee	Aeronautical	▪ Aeronautical ▪ Aerospace
	Electronics	▪ Electronics ▪ Electronics & Communication ▪ Instrumentation & Control ▪ Instrumentation & Electronics ▪ Applied Electronics & Instrumentation ▪ Electronics & Instrumentation ▪ Electronics & Telecommunication
	Mechanical	▪ Mechanical ▪ Mechanical & Industrial Engg. ▪ Mechanical & Production Engg.

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Post Name	Disciplines	Eligible Branches of Engineering
Management Trainee (Technical)	Electrical	▪ Electrical ▪ Electrical & Electronics ▪ Electrical & Instrumentation
	Electronics	▪ Electronics ▪ Electronics & Communication ▪ Instrumentation & Control ▪ Instrumentation & Electronics ▪ Applied Electronics & Instrumentation ▪ Electronics & Instrumentation ▪ Electronics & Telecommunication
	Mechanical	▪ Mechanical ▪ Mechanical & Industrial Engg. ▪ Mechanical & Production Engg.
	Production	▪ Industrial Production ▪ Production Engg. ▪ Industrial Engg & Production ▪ Mechanical Production & Industrial Engg. ▪ Production Engg. & Management ▪ Industrial Engg. ▪ Manufacturing Engg. ▪ Production & Industrial Engg. ▪ Industrial Engg.& Management ▪ Manufacturing Science & Engg. ▪ Manufacturing Process & Automation ▪ Mechanical Stream-Production Engg.
	Computer Science	▪ Computer Science ▪ Computer Engg. ▪ Computer Science & IT ▪ Information Technology ▪ Information Science & Technology ▪ Computer Systems ▪ Information Systems ▪ Information Science ▪ Software Engg. ▪ Computer Technology • Computer Science & Engg.
Management Trainee (IMM)	Electrical	▪ Electrical ▪ Electrical & Electronics ▪ Electrical & Instrumentation
	Mechanical	▪ Mechanical ▪ Mechanical & Industrial Engg. ▪ Mechanical & Production Engg.
	Production	▪ Industrial Production ▪ Production Engg. ▪ Industrial Engg & Production ▪ Mechanical Production & Industrial Engg. ▪ Production Engg. & Management ▪ Industrial Engg. ▪ Manufacturing Engg. ▪ Production & Industrial Engg. ▪ Industrial Engg.& Management ▪ Manufacturing Science & Engg. ▪ Manufacturing Process & Automation ▪ Mechanical Stream-Production Engg.

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Post Name	Disciplines	Eligible Branches of Engineering
Management Trainee	Civil	▪ Civil

Note: AMIE courses by Institute of Engineers (India) only in the respective disciplines indicated above; AMAeSI course from the Aeronautical Society of India, New Delhi under Aeronautical discipline; Grad IIIE courses from the Indian Institution of Industrial Engineering, Mumbai under Production discipline are also eligible.

b) Candidates possessing Engineering Degree in any Discipline/ Branch of Engineering, other than those mentioned above, are not eligible to apply.

c) The relevant Educational Qualification for Posts of Management Trainee in the Disciplines of HR, Legal and Finance are as indicated below:

Post Name	Disciplines	Educational Qualification
Management Trainee	HR	Regular / Full-time Bachelor Degree with 2 years regular / full-time PG Degree / PG Diploma / MBA / MSW / MA (3+2 years after 10+2) with specialization in Human Resources / Personnel Management / Industrial Relations / Labour Management / Organizational Development / Human Resource Development / Labour Welfare etc., from Institutes / Universities recognized by appropriate statutory authorities.
	Legal	Regular / Full-time Bachelor of Law (5 years integrated course after 10+2) or Regular / Full-time Bachelor degree with full-time Bachelor of Law (10+2+3+3)
	Finance	Regular / Full-time Bachelor Degree (10+2+3) with a pass in final examination of CA / ICWA from the Institute of Chartered Accountants of India / Institute of Cost Accountants of India.

d) Candidates possessing Educational Qualification in any Discipline / Branch other than those mentioned above, are not eligible to apply.

3.2 Aggregate Percentage of Marks: In order to become eligible to apply for the posts of Design Trainee / Management Trainee, candidates should have secured the following minimum percentage of Marks, in the aggregate, of all the Semesters / Years or corresponding CGPA Ratings / Gradations in the examinations of their relevant Educational Qualifications:

Disciplines	Aggregate Percentage of Marks	
	UR / OBC-NCL / EWS Candidates	SC / ST / PwBD Candidates
Design Trainee		
Aeronautical	60%	50%
Electronics	65%	55%
Mechanical	65%	55%

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Disciplines	Aggregate Percentage of Marks	
	UR / OBC-NCL / EWS Candidates	SC / ST / PwBD Candidates
Management Trainee (Technical)		
Electrical	65%	55%
Electronics	65%	55%
Mechanical	65%	55%
Production	65%	55%
Computer Science	65%	55%
Management Trainee (Civil)		
Civil	65%	55%
Management Trainee (IMM)		
Electrical	65%	55%
Mechanical	65%	55%
Production	65%	55%
Management Trainee (HR)		
HR	60%	50%
Management Trainee (Legal)		
Legal	60%	50%
Management Trainee (Finance)		
Finance	Pass in final exam of CA/ICWA	Pass in final exam of CA/ICWA

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.

3.3 Candidates currently in the Final Year/ Semester of their Bachelor's Degree in Engineering / Technology as indicated at Para 3.1(a) or any other requisite Professional Qualification as indicated at Paras 3.1(c) may also apply, provided candidates have secured the prescribed Aggregate Percentage of Marks as indicated above, upto the last Semester/ Year of Examination at the time of applying. **Selection of such candidates will be further subject to their obtaining minimum prescribed aggregate percentage of marks in the Final Degree.** Candidates will have to submit documentary proof of having passed the qualifying examination with minimum prescribed aggregate percentage of marks at the time of Interview, tentatively scheduled to be held during May 2022.

3.4 Candidates possessing Diploma and the respective Engineering Degree are required to enter the Marks of the Engineering Degree as Qualifying Marks in the Online Application.

3.5 Candidates possessing 5 years Integrated Degree in the relevant Discipline and Branch of Engineering are also eligible to apply.

3.6 **Only Full Time / Regular Courses will be considered for all the Qualification requirements indicated above**.

4. AGE CRITERIA & RELAXATIONS

4.1 Upper Age limit not above 28 years as on 02.03.2022 for UR & EWS category candidates.

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4.2 Upper Age limit is relaxable by 5 years in respect of SC / ST candidates.

4.3 Upper Age limit is relaxable by 3 years in respect of OBC (Non - Creamy Layer) candidates.

4.4 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.

4.5 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.

4.6 Upper Age limit is also relaxable upto a maximum of 5 years in respect of Ex-Servicemen / Commissioned Officers / Emergency Commissioned Officers / Short Service Commissioned Officers who have rendered atleast five years Military Service and who fulfil other conditions as prescribed by the Government of India.

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

5. MODE OF PAYMENT OF APPLICATION FEE

5.1 Rs.500/- (Rupees Five Hundred only) (including GST) (excluding Bank's Commission) is to be paid as Application Fee. Candidates belonging to SC/ST/PwBD/ Internal candidates are exempted from the payment of Application Fee.

5.2 Candidates are required to deposit the Application Fee to "Hindustan Aeronautics Limited – Recruitment Account" in State Bank of India bearing Account No. 30969511830 at any of the core banking branches of State Bank of India (SBI) in the prescribed challan format. No other form of payment is accepted.

5.3 Application Fee once paid will not be refunded under any circumstances.

5.4 HAL will not be responsible in case a Candidate deposits the Application Fee to the wrong Account / multiple payments etc.

5.5 Candidates are therefore requested to verify their eligibility before paying the Application Fee.

6. REGISTRATION PROCESS

6.1 Before registering the Application, the candidate should possess the following:

a) Valid E-Mail id that should remain active till the completion of the Selection Process;
b) Scanned Copy of the latest Passport Size Colour photograph (in .jpg file and less than 180 kbs in size) for uploading in the Application Form;
c) Educational Details like Semester wise Marks, etc.
d) Employment details (if applicable)

6.2 Eligible and interested candidates are required to apply Online only, through HAL Website, i.e. www.hal-india.co.in (Careers Section) from **09th February 2022 (1700 hrs.) to 2nd March 2022 (1700 hrs.)**. No other means/ mode of Application will be accepted.

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6.3 The steps for submitting the Application Online and depositing the Application Fee 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 and photograph to be uploaded. On submission of Eligibility details, a unique Application number is generated and the Candidate is led 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: The Personal & Qualification details are required to be filled up. Before finally submitting the details entered, an "Edit" option will be given to the candidate for editing any details already entered, if required.

a) In case of candidates belonging to SC/ST/PwBD/Internal candidates, on submission of personal & qualification 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 details, they are required to download and print the Challan format for depositing the Application Fee in the Bank.

Step – 4: (for UR/OBC(NCL)/EWS categories only): Candidates are required to deposit Application fee as mentioned at Para 5.2. On depositing the Application fee, Candidates should retain the original counterfoil of the Challan (HAL copy and Candidate's copy).

Step – 5: (for UR/OBC(NCL)/EWS categories only): After payment of Application Fee in the Bank, candidate is required to re-login using respective email ID and Date of Birth. Candidate will then be required to enter the details of payment of Application (i.e., Name & Code No. of SBI Branch, SBI Journal No., Amount Paid, Date of Deposit of Application Fee in bank). Candidates are required to mandatorily upload the HAL copy of the Challan (received from the Bank on payment) (in .jpeg file and less than 180 kb in size). On submission, Application Confirmation page will be displayed. 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 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 including upload of HAL Copy of Challan, the Application will be incomplete and the same will be rejected.

7. SELECTION PROCESS

7.1 Selection process will comprise of All-India based Online Selection Test and Interview.

7.2 Candidates who fulfill the prescribed eligibility criteria will be called for the Online Selection Test. Candidates are required to appear for the Online Selection Test at their own expense, on the date, time and venue, which will be mentioned in their e-Admit Card. The

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candidate has to download his/her e-Admit card from HAL website. Admit cards will not be sent either by post or by e-mail.

7.3 The Online Selection Test will be held at Cities as indicated in the Online Application Form. Candidates are required to choose any three cities as **preference** for Test Center. No change of preference in any circumstance will be considered subsequently. However, HAL reserves the right to add / cancel any Center and allocate appropriate center and reschedule the test date / venue depending upon the circumstances & the candidates are bound by the same. **Merely indicating the order of preference for a particular Test Center will not entail any right to the candidate to demand a particular Test Center.**

7.4 Candidates are required to produce one of the Original Identity Card (i.e., Voters ID Card / Driving License / Aadhaar Card / Passport / PAN Card / ID Card issued by Central/ State Govt. / PSU for their employees / ID cards issued by Government Agencies authorized for the purpose / College ID card where the candidate has studied last along with a copy of which is duly attested by the Gazetted Officer) to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Online Selection Test.

7.5 The test will be of Two and Half hours duration. The test will be in three parts & comprising of Multiple Choice Questions (MCQs). Part – I will consist of 20 MCQs on General Awareness. Part – II will consist of 40 MCQs on English & Reasoning. Part – III will consist of 100 MCQs on the concerned discipline. The test can be taken in Hindi or English. Candidates will have to give their choice for appearing in Hindi or English at the time of applying for the post which cannot be changed subsequently.

7.6 The candidates will be shortlisted for interview on the basis of Online Test marks in order of merit in the ratio of 1: 5 to the number of vacancies in each discipline and category. All Unreserved candidates of each discipline/ post along with candidates belonging to SC / ST / OBC(NCL) / EWS category of each discipline who do not avail any relaxation, will be grouped together and then arranged in descending order of merit and they will be called for interview in the ratio of 1:5 in UR category. Candidates belonging to SC / ST / OBC(NCL)/ EWS categories who are not shortlisted for interview under UR category will be regrouped with their respective categories and will be called for interview in the ratio of 1:5 in their respective category. Final Merit List shall be prepared by assigning the weightage of 85% marks for Online Test and 15% marks for Interview. The entire selection process (including qualifying marks in every stage) will be governed by the extant Recruitment Rules of the Company, uploaded in the HAL Website.

8. PRE – EMPLOYMENT MEDICAL STANDARDS

8.1 Candidates provisionally selected by HAL, including PwBDs, will have to undergo a Pre-employment Medical Examination before joining HAL.

8.2 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.

8.3 **The decision of the Company's Doctor in this regard will be final and binding.**

8.4 No relaxation in health standards will be allowed. Candidates are advised to go through the extant Pre-Employment Medical Standards of the Company hosted along with this Advertisement.

8.5 Additionally, in respect of PwBDs, 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 Exchanges for Physically Handicapped and till such time their appointment in HAL as Design Trainee / Management Trainee will be provisional. Appointment of selected

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PwBDs will be subject to verification of Disability Certificate from the concerned Authorities as per the Company Rules.

9. SERVICE AGREEMENT BOND

9.1 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).

10. PLACEMENT & EMOLUMENTS

10.1 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.

10.2 During the training period, the Trainees shall draw a Stipend comprising of Basic Pay of Rs.40000/-, Variable Dearness Allowance & Canteen Allowance. Besides, bachelor accommodation is also admissible during the training period, as per the Company Rules.

10.3 On successful completion of the training, the Trainees would be absorbed as Engineers in the Grade-II Scale of Pay of Rs.40,000 -1,40,000/-. On absorption, the Officer 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), Medical Facilities, Provident Fund, Gratuity and other superannuation benefits, etc. as per the Company Rules applicable from time to time.

11. GENERAL CONDITIONS

11.1 Candidates are requested to apply for the advertised posts that is best suited to them. **Submission of Online Application form for more than One Post [for example, MT (Technical) (Mechanical), DT (Mechanical), MT (IMM) (Mechanical)] will lead to rejection of the candidature and Application Fee paid if any will stand forfeited.** Posts advertised for Design Trainees are for meeting the requirements of the Research & Design Centres (R&D) of the Company. Similarly, Posts advertised for Management Trainees (Technical) are for meeting the requirements of various Production / Overhaul / Service Divisions of the Company. Posts advertised for Management Trainees (Non-Technical) are for meeting the requirements of various Research & Design Centres (R&D) / Production / Overhaul / Service Divisions of the Company.

11.2 Only Indian Nationals are eligible to apply.

11.3 **Candidates possessing Part Time / Correspondence / E-learning / Distance Education courses are not eligible to apply**.

11.4 Wherever CGPA, letter grade, etc. 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 will be required to submit a Certificate to this effect from the University / Institute at the time of Interview, if called for.**

11.5 Candidates employed in Government / Semi-Government / Public Sector Undertakings (including candidates engaged on Contract basis in Government / Semi-Government / Public

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Sector Undertakings) should produce **NOC (No Objection Certificate)** at the time of the Interview from their employer, failing which they will not be permitted to appear for the selection Interview and will not be eligible for payment of Travelling Allowance.

11.6 Before applying, candidates should ensure that they fulfil the eligibility criteria and other conditions mentioned in this Detailed 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, as per the extant Rules of the Company.

11.7 Category (i.e., SC/ST/OBC-NCL/PwBD/EWS/UR) once filled in the Online Application Form will not be changed and no benefit of other category will be admissible later on. Candidates under reserved Categories are required to submit Caste / Income & Asset / Disability Certificate (as applicable) in the prescribed format of Government of India, issued by the Competent Authority, at the time of Interview tentatively scheduled during May 2022, if called for.

11.8 Appointment of selected candidates is subject to verification of Caste/Income & Asset / Disability Certificate (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Company Rules.

11.9 Internal Candidates of HAL are also required to apply Online and refer to the internal Circular dated 11.02.2022 before filling up the application.

11.10 Mere submission of application will not entail a right at any stage of selection process / 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 different stages of the selection process. HAL's decision in this regard shall be final.

11.11 Online Application validation rules and design are based on the advertisement requirement. Candidates are advised to read the detailed Advertisement and FAQs carefully. Application submitted through Online form does not imply that Candidate has fulfilled all the eligibility criteria given in the detailed advertisement. Application is subject to subsequent scrutiny and can be rejected if found to be ineligible at any point of time.

11.12 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 notified may be increased / decreased / cancelled at the discretion of the Company, without assigning any reasons, whatsoever.

11.13 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.

11.14 The Training for Design Trainees / Management Trainees (Technical)/ (Non-Technical) is tentatively scheduled to commence during the last week of June 2022. Candidates should make necessary arrangements for joining on the specified dates, in case of Selection.

11.15 Any sort of canvassing or influencing the Officials related to the recruitment / selection process would result in immediate disqualification of the candidature.

11.16 Decision of HAL in all matters regarding eligibility, Conduct of Online Selection Test, Selection would be final and binding on all candidates.

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11.17 Court of jurisdiction for any dispute / cause will be at Bengaluru.

11.18 In case any ambiguity / dispute arises on account of interpretation in versions other than English in Application form, Advertisement etc, the English version will prevail.

11.19 Candidates can go through the FAQs (Frequently Asked Questions) in the HAL Website. In case any particular query is not covered herein / in FAQs, the candidates can write to HAL at halrecruitment2022@gmail.com

11.20 Recruitment in HAL is carried out through well-established selection processes comprising of Online Selection Test, Interview, Medical examination, etc. Any recruitment/ selection related information / Rules such as eligibility criteria, registration process, contact email ID, updates, advertisement etc. with respect to the Selection is available / will be hosted only on the HAL Website www.hal-india.co.in. Therefore, candidates are requested not to rely upon any advertisement / job openings / announcements posted on any other website, social media platforms or circulations through emails or messages.

11.21 Any Corrigendum / Addendum will be issued on the HAL Website only.

TENTATIVE SCHEDULE OF ACTIVITIES

Online Registration	From 1700 hrs. on 09.02.2022 to 1700 hrs. on 02.03.2022
Download of e-Admit Card for Online Selection Test from HAL Website	10.03.2022
Online Selection Test	**07.04.2022 – 09.04.2022**
Declaration of Test results in **HAL Website**	12.04.2022
Download of Interview Call Letter in HAL Website	13.04.2022
Interview for shortlisted candidates at HAL, Bengaluru	04.05.2022 – 06.05.2022
Declaration of the list of provisionally selected candidates in HAL Website	09.05.2022
Download of Provisional Offer of Appointment in HAL Website	12.05.2022
Pre-employment Medical Test at HAL Hospitals	14.05.2022 – 20.06.2022
Pre-employment Administrative formalities at HAL, Bengaluru	23.06.2022 – 24.06.2022
Commencement of Training Program at HAL Management Academy, Bengaluru	**29.06.2022**

Note: Exact dates / changes if any will be informed on completion of each stage of selection

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