

SELECTION OF OFFICER IN EXECUTIVE CADRE

(Advt. No. HAL/HR/Recruitment-CMPL/F&F/2025 dated 08.12.2025)

Hindustan Aeronautics Ltd (HAL), a Maharatna Central Public Sector Enterprise, is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 9 co-located R&D Centres and 1 Facilities Management Division spread across the Country. HAL's spectrum of expertise encompasses hi-tech programmes involving a number of state-of-the-art technology, design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

2. HAL is looking for learned, experienced and result oriented Professionals with diverse experience profile for Executive post in Central Materials and Processes Laboratory (CMPL) which is one of the R&D Centres located in Foundry & Forge Division of HAL. CMPL's current activities include material testing(Metallic & Non-metallic), Failure Investigation of components, Materials related R&D and consultancy, Characterization of materials and calibration needs of Foundry & Forge Division and other Divisions of HAL. CMPL is an ISO17025 accredited laboratory and holds approvals from Military Aircraft Regulatory Authority DGAQA and other Aerospace primes such as GE-Aerospace, Rolls Royce and Collins Aerospace.

3. DETAILS OF POST/ DISCIPLINE/ RESERVATION/ QUALIFICATION

Sl. no.	Name of Post	Discipline	No. of posts/ reservation	Qualification
1	Manager(Lab)	Metallurgy	01 (UR)	Full time B.E./ B.Tech. in Metallurgical Engineering /Metallurgy/ Material Science/ Metallurgy & Materials Technology along with Master's Degree in Engineering/ Technology AND Full time/ part time Doctorate (Ph.D) in Metallurgical Engineering/ Metallurgy/ Material Science/ Metallurgy & Materials Technology. Experience required: Minimum 5 years post qualification experience i.e experience after completion of Ph.D. Experience gained during the duration of acquiring part-time Ph.D will not be considered.

4. QUALIFICATION REQUIREMENT

4.1 Candidates applying for above mentioned post should possess the qualification as enumerated above.

4.2 Candidates possessing B.E./ B.Tech. acquired through Part Time/Correspondence/Distance Education/E-learning qualification will not be equated with regular / full time courses.

4.3 Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. All the qualifications possessed by the candidates and qualifications/ courses being pursued by them at the time of submitting the application for employment, are to be clearly indicated in the application. In other words, all the qualifications already possessed and qualifications / courses, which are being pursued / currently undergoing are to be indicated in the application while submitting the same.

5. EXPERIENCE (POST QUALIFICATION) REQUIREMENT

5.1 The number of years of Post Qualification Experience required is 5 years.

5.2 Experience will be calculated from the date of having acquired Full time/ part time Doctorate (Ph.D) in Metallurgical Engineering/ Metallurgy/ Material Science/ Metallurgy & Materials Technology. Experience prior to acquiring the Ph.D will not be reckoned for calculation of experience.

5.3 The following work experience of candidate will be considered relevant:

- (i) Experience of candidates in relevant discipline from industries with accreditations ISO 17025 or NADCAP or AS9100 or ISO9001 having metallurgical labs or R&D centers.
- (ii) Candidates who possess work experience in Metallurgy Laboratory of a National Institute Ranking Framework (NIRF) ranked Engineering/Academic institutions will also be considered.
- (iii) Work Experience in relevant discipline from Government/Private Research Establishments.

Any experience acquired/ gained during the course of pursuing the higher qualification i.e. M.E./ M.Tech will not be considered for the post Qualification experience and in such case, the duration of course will be deducted from the total PQ experience possessed.

5.4 Percentage Rounding off is not allowed to arrive at the aggregate percentage.

5.5 Though this post is unreserved, SC/ST/OBC/EWS candidates meeting the minimum qualifying criteria can also apply.

6. EXPERTISE/ SKILLS/ KNOWLEDGE REQUIRED:

Experience	<p>Minimum 5 years in area of Metallurgical Testing, Characterization of metallic materials and Failure investigation of aeronautical and engineering components.</p> <p>Should have thorough knowledge in metallographic techniques such as optical microscopy, image analysis, micro hardness determination and using other conventional Laboratory metallurgical aids. Should be able to prepare sample for metallurgical analysis and carry out test such as microstructure determination, inclusion rating, grain size determination etc.</p> <p>Should have hands-on experience in Fractography analysis using Scanning Electron Microscope and interpretation of results.</p> <p>Knowledge and experience in Mechanical behavior and testing of metals such as Tensile (Room & Elevated temperature), Fatigue Testing, Creep & Stress Rupture Tests, Fracture Toughness etc.</p> <p>The candidate should possess aptitude for taking up R&D work in the area of development of advanced aerospace materials and processes. Any R&D work carried out by the candidate will be an added advantage</p> <p>Should possess good technical report writing and communication/ presentation skills.</p> <p>Knowledge about laboratory accreditations like NABL, ISO/AS9100, NADCAP is desirable.</p>
Job Profile	<p>The candidate will look after the planning, management and execution of the Laboratory functions in the area of metallurgical testing and mechanical testing. The candidate should be able to carry out the failure analysis independently. The candidate will also support in the area of testing of metallic materials like grain size measurement, inclusion rating, heat treat conditions, case-depth measurement, general micro structure and other mechanical testing etc.</p>

7. AGE LIMIT/ RELAXATION

7.1 The upper age limit shall be 38 years.

7.2 The Upper Age Limit will be reckoned as on 30.11.2025. Candidates meeting the Age criteria are only required to apply.

7.3 For Candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01-01-1980 to 31-12-1989, Upper Age Limit is relaxable by 5 years:

7.4 No relaxation will be extended to the OBC/SC/ST candidates applying for UR post.

8. PLACE OF POSTING

The selected candidates will be posted at Foundry & Forge, Division, Bangalore. However, they are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases depending upon organizational requirements.

9. PAY SCALES & REMUNERATION

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

On selection, candidates will be appointed in the Scale of Pay as indicated above. 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.

10. APPLICATION FEES:

10.1 Rs.500/- (Rupees Five Hundred Only) is to be paid as application fee.

10.2 Candidates belonging to SC/ST/PWD are exempted from payment of application fees.

10.3 The above application fee is to be deposited in the name of "Hindustan Aeronautics Limited -Recruitment Account" in State Bank of India bearing Account Number 41496209808 (IFSC Code SBIN0009077) at any core banking branches of State Bank of India (SBI) only in the prescribed challan and a Journal Number is to be obtained. Candidates should enclose the copy of original counter foil of the challan (HAL Copy) at the time of applying. Alternatively, the candidates can also pay the application fees to the above-mentioned HAL bank account through Internet Banking and attach the pdf document of the payment receipt in proof of the payment of application fees (consisting of reference no., bank account credited, amount and date of transaction) along with application format. Candidate has to retain the copy of the payment of application fee for future reference.

10.4 HAL will not be responsible in case a candidate deposits the Application Fee in a wrong Account. **No other form of payment is accepted.**

10.5 Candidates are required to pay applicable amount towards Bank commission (if any) for depositing fee at other than SBI, HAL Branch, Bangalore.

10.6 Candidates are required to provide the details of the application fees paid in the application form. If details are not provided, the application will be treated as incomplete and will not be accepted.

10.7 Application fee once deposited into the company's account will not be refunded under any circumstances, even if the candidate is unable to forward the application details or due to being ineligible at the time applying or rejection of application etc. Therefore, depositing the application fees, candidates are required to ensure that they meet all the eligibility criteria.

10.8 The candidate has to retain the original counter foil of the challan (Candidates Copy) for future reference. Photo-copy of the Challan will not be accepted.

11. HOW TO APPLY?

11.1 Eligible and interested candidates meeting the advertised criteria are required to print the Application Form and the Challan Format attached along with this detailed Advertisement hosted at the Career Portal of the HAL website www.hal-india.co.in

11.2 Candidates meeting the prescribed specifications may submit their Applications in A-4 size paper, strictly in the prescribed Format, along with a self-attested recent Passport Size

Photograph to HR Dept., Foundry & Forge, Hindustan Aeronautics Ltd, Vimanapura Post, Bangalore - 560017. Applications have to be sent only through Ordinary Post / Speed Post / Registered Post / Courier. Applications received through other modes viz. Fax /E-mail etc; will not be accepted;

11.3 Candidates should clearly mention all the details sought in the Application Format. Application should be filled in Capital Letters and should be legible. In case of no clarity / discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates

11.4 No Application will be received in person. Applications received after the due date will not be considered and will summarily be rejected. HAL will not be responsible for any postal delay. **The last date for receipt of Applications is 03.01.2026**

11.5 The original Counterfoil of Challan (HAL Copy) for having paid the Application Fee (wherever applicable) should be enclosed to the Application Form. The candidate should retain original counterfoil of the Challan (Candidate's copy) for future reference;

11.6 Eligible candidates may forward their duly filled in Application in the prescribed Format to the following address:

The Dy. General Manager (HR),
HR Department, Foundry & Forge Division,
Bangalore Complex, Hindustan Aeronautics Limited,
Post Bag No.1791, Vimanapura Post, Bangalore - 560017.

11.7 Candidates are requested to superscribe the Envelope with the name of the post they are applying to;

11.8 No original 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 submitted in the Application Form during Document Verification;

11.9 Candidates are allowed to apply once and application once submitted cannot be altered under any circumstances;

11.10 Candidates are required to possess a valid Mobile number and Email 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 Email ID. HAL will not be responsible for bouncing of e-Mail messages sent to the Candidates;

11.11 Request for change in Date of Birth, Mailing Address, Category etc., once declared in the application form will not be entertained;

12. GENERAL CONDITIONS

- i. Only Indian Nationals are eligible to apply;
- ii. Mere submission of Application will not entail right for claiming appointment/ getting shortlisted for further stages of recruitment process;
- iii. All qualifications should be from Indian Universities/ Institutes recognized by appropriate statutory Authorities in the Country;
- iv. 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 there to. The number of vacancies can be modified as per requirements and discretion of the Management;
- v. **Selection Procedure: Candidates applying for the aforesaid posts are required to meet the stipulated criteria w.r.t Qualification and the Post Professional Qualification Experience.** Eligible candidates short-listed based on the initial screening, relevance of experience and other credentials possessed only will be called for

personal interview. Date, Time and Venue of the Interview will be intimated to the short-listed / eligible candidates only via E-mail / HAL Website. Candidates will be shortlisted and called for Interview in the ratio of 1:10 (Maximum) as per the Rules of the Company. The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules of the Company, uploaded on the HAL Website;

- vi. Candidates appearing for interview will be reimbursed III Tier A/C (3A)/ Sleeper Class / II Class / Bus Fare by the shortest route on production of proof of travel (Original onward journey ticket and photo copy of return journey ticket);
- vii. Candidates staying 30 miles (50km appx) away from the place of interview only will be reimbursed to and fro charges as mentioned above. If the candidate is unable to produce the proof of travel/ tickets, then the reimbursement will not be paid by HAL;
- viii. Merely meeting the age, qualification and / or Post Professional Qualification Experience requirements as indicated in the advertisement will not entail right for shortlisting of the application for the Interview;
- ix. Age and Post Professional Qualification Experience will be reckoned as on 30.11.2025;
- x. Candidates employed in Central / State Government Departments / Public Sector Enterprises/ Quasi Government/ Autonomous bodies/ Armed Forces/ Para – Military Forces, etc. (including candidates engaged on Contract basis in Central / State Govt. Departments / PSUs / Quasi Government / Autonomous bodies / Armed Forces/ Para – Military Forces, etc.) should produce NOC (No Objection Certificate) at the time of the Interview / Document Verification from their Employer, failing which they will not be permitted to appear for the Interview / Document Verification and will not be eligible for payment of Travelling Allowance;
- xi. Experience possessed by candidates engaged on Contract Basis directly by PSU / Central / State Governments concerned shall be considered as experience for the purpose of selection. In that case, Experience Certificate is to be produced from such PSUs/Central/State Governments, etc, indicating the contract engagement. As regards No Objection Certificate, the same needs to be in line with the Terms & Conditions of contract engagement and Rules applicable for such contract engagement in the concerned Organization;
- xii. Experience possessed by candidates in Private Organizations on contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments etc.,
- xiii. Applicants having work experience in Private Sector Organizations are required to submit an experience certificate in the **Letter-Head** of the Company at the time of Interview. The letter head of the Company should have details of the Company;
- xiv. The contract experience possessed by candidates mentioned above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSU / Central / State/ Private Organizations;
- xv. Once an employee avails himself/herself of voluntary retirement from a PSU, he/she shall not be allowed to take up employment in another PSU. If he/she desires to take up the employment, he/she shall have to return the VRS compensation received by him/her to the PSU concerned. Personnel who have opted for VRS from other PSUs should furnish documentary evidence that they have deposited their terminal benefits with the concerned PSU before their appointment in the Company;
- xvi. 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 conversion Certificate to this effect from the University/Institute at the time of Interview / Document

Verification, if short listed / called for.

- xvii. Internal candidates are not eligible to apply.
- xviii. Serving Officers from Indian Air Force / Indian Navy / Indian Army / Indian Coast Guard are required to forward the application through Proper Channel. The Photocopy of the application should be sent through Post to the address mentioned above as an advance copy, to reach on or before the last date of receipt of the applications. In the event of the Application not being forwarded through Proper Channel, the candidate will be required to submit NOC at the time of Interview, in case of being shortlisted;
- xix. On selection, Serving Officers from Indian Air force / Indian Army / Indian Navy / Indian Coast Guard will be considered for appointment in HAL permanently, on pre-mature release from services.
- xx. Candidates belonging to SC / ST / OBC(NCL) / EWS / PwBD (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;
- xxi. Candidates provisionally selected by HAL will have to undergo Pre-Employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates is 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. The Pre-Employment Medical Standards prescribed by HAL are uploaded with this advertisement. 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;
- xxii. Appointment of selected candidates is subject to verification of Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- xxiii. If the information furnished by the candidate is found to be false or incomplete or is not found to be in conformity with the eligibility criteria mentioned in the advertisement, the candidature / appointment will be considered as revoked / terminated at any stage of the recruitment process or after recruitment or joining, without any reference given to the candidate;
- xxiv. **Not providing Pen Picture details as indicated in the Application Form will lead to disqualification of the candidate; Candidate may please note that pen picture details will be scrutinized at a subsequent stage of selection to assess the nature and relevance of experience of shortlisted candidates;**
- xxv. Any correspondence to the candidate will be made to the mobile number / on the e-mail id provided by the candidate in the Application. No other mode of communication will be adopted;
- xxvi. Any sort of canvassing or influencing of the Officers related to Recruitment/ Selection process would result in immediate disqualification of the candidates;
- xxvii. Selected candidates can be posted to any Division / R&D Centers / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company within first 3 years of joining HAL;
- xxviii. Court of jurisdiction for any dispute / cause will be at Bangalore;
- xxix. **Any corrigendum/Addendum, if any, will be hosted / published on HAL Website only.** Candidates are requested to visit the website regularly for updates;

- xxx. HAL reserves the right to cancel the Recruitment process entirely at any stage;
- xxxi. 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;
- xxxii. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Interview etc., will be final and binding on the candidates.
- xxxiii. In case, any particular query is not covered above, the candidates can write to Foundry & Forge Division, HAL at **priyanka.yadav@hal-india.co.in**. No other mode of communication will be entertained;
- xxxiv. All further announcements / details pertaining to this selection will only be published / provided on HAL authorized website **www.hal-india.co.in**.

IMPORTANT: This detailed advertisement should be read along-with the concerned Job-Descriptions attached. Candidates should cross check all the details filled in the Application, before finally submitting the same, as no changes/corrections shall be permissible after submission.

**Hindustan Aeronautics Limited
Foundry & Forge Division, Bangalore Complex,
Post Bag No.1791, Bangalore - 560017
Contact No. : 080 22323138 / 080 22323426**

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