

Hindustan Aeronautics Ltd (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul Divisions, 11 co-located R&D Centres and 1 Facility 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.

Online Applications are invited from eligible Persons for the post of **Air Traffic Controller Trainees (Grade-I)** for **Airport Services Centre Division and Helicopter Division located in Bengaluru (10 Posts) & Tumukuru (Karnataka) (3 Posts)**. Selected candidates will be given Basic Training as well as On the Job training including Institutional Training for a period of one year and on successful completion they will be considered for absorption as **Asst. Aerodrome Officer (Grade-I)**.

**Details of Vacancy:**

Sl. No	Advt. No	Name of the Post	No of Posts	Grade	Pay Scale	Minimum Qualification
1	ASC/HR/130/01/2018	Air Traffic Controller Trainees	13 Posts  UR-8 OBC-2 SC-2 ST-1	I	30000-120000	Full time Degree in Engineering / Technology or its equivalent in Computer Science / Electrical / Electronics. UR/OBC candidates should have secured a minimum of 60% Marks and SC/ST candidates should have secured a minimum of 50% Marks, in the aggregate, of all Semesters/ Years or corresponding CGPA Ratings/Gradations in the qualifying examinations.

**Qualification:**

Full-Time Degree in Engineering / Technology or its equivalent should have been completed before 19.12.2018.

Candidates should not have any active backlog papers at the time of the Selection.

**Eligible branches of Engineering Degree:**

**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.

**Electrical:** Electrical / Electrical & Electronics /Electrical & Instrumentation.

**Electronics:** Electronics / Electronics &Communication / Instrumentation &Control /Instrumentation & Electronics / Applied Electronics &Instrumentation / Electronics &Instrumentation / Electronics & Telecommunication.

**Age:**

Not above 28 years as on 19.12.2018 for General candidates. Upper age limit is relaxable by 5 years in respect of SC/ST and 3 years for OBC candidates. Candidates belonging to OBC category are required to produce recently obtained certificate in proof at the time of Document Verification (not older than 6 months as on 19.12.2018), stating that "they do not come under the Creamy Layer", from a Competent Authority, in the prescribed format.

For candidates who had ordinarily been domicile 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.

**Job Profile:**

The job consists of providing necessary vital information to the aircraft for the safe and efficient conduct of the flights, ensuring separation between the aircrafts in the controlled airspace and expediting and maintaining an organized flow of smooth air traffic. The atmosphere of mixed air traffic (Military and Civil) and the test-flying environment offer quite a challenging role. The candidate for the post is expected to be endowed with special qualities such as logical reasoning, ability to comprehend the conflict and respond quickly, ability to issue clear and unambiguous instructions to the aircraft, ability to work under stress for long hours and cool temperament. The selected candidates should be prepared to work in shifts (round the clock) and also on festivals/holidays. However, they will be compensated in accordance with the Rules.

### **Training:**

Selected candidates will be trained In-House or deputed to the Civil Aviation Training College at Allahabad or Airforce Academy, Dindigal (Hyderabad) for training. They shall also undergo "On the Job" training in handling of "live traffic" at Bangalore, HAL Airport. The duration of training will normally be one year, which may be reduced/extended depending on the performance of trainees.

### **Stipend:**

During the period of training, they will be paid a stipend of Rs.34,690/- per month (comprising of Basic Pay, Variable Dearness Allowance and Canteen Allowance). Besides, Bachelor Accommodation or House Rent Allowance is also admissible during the training period.

### **Absorption:**

On successful completion of training and on acquisition of relevant ratings they will be considered for absorption in the post of Asst. Aerodrome Officer in the Scale of Pay of Grade-I – Rs. 30000-120000/- plus other allowances such as DA, HRA (if Company's quarter is not provided), Perquisites, ATC Rating Allowance etc. as admissible under the Rules. Other benefits like Leave, Medical facilities, PF, Gratuity etc would also be applicable under the Rules.

### **Bond Liability:**

The ATC trainee will be required to execute the Service Agreement Bond to serve HAL for a period of FIVE years (excluding training period). In case of breach of the service agreement during the training period or after absorption as Asst. Aerodrome Officer, 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).

### **Selection Process:**

1. Selection process will comprise of Written Test and Skill Test which will be held at Bengaluru. Candidates who fulfill the eligibility criteria will be called for appearing in the Written Test and Skill Test for a total of 160 Marks. Shortlisted candidates will be required to appear for the Written test and Skill Test at their own expense, on the date, time and venue, which will be mentioned in the Admit Card. **Candidates will be required to secure at least 50% Marks each in Written Test and Skill Test.** The Final Merit list for calling the Candidates for

Document Verification will be drawn based on the cumulative scores of Written Test and Skill Test. However, HAL reserves the right to reschedule the test date/venue etc. depending upon the circumstances and the candidates are bound by the same. The Final Selection is subject to Document Verification in terms of Education Qualification, Marks Secured, Category etc.

2. The Written Test will consist of Multiple Choice Objective and Descriptive Type questions. The test will assess the candidate's knowledge on Engineering Discipline, English, General Aptitude/ Arithmetic ability, General Intelligence/ Reasoning, General Knowledge, Cognitive Abilities, Psychomotor Abilities, Sensory Abilities, Interactive / Social Scales, Knowledge/Skills Scales, New Interactive / Social Scales etc. and the Skill Test which would comprise of Voice Test, Group Discussion etc. Details of the duration, venue and timings of the Written Test and Skill Test will be communicated to the shortlisted candidates.

3. Candidates qualifying in the Written Test and Skill Test will be called for Document Verification in the order of Merit, wherein candidates will be required to produce Testimonials/Documents in the support of Age; Qualification; Category (SC/ST etc); Experience, if any and other advertised eligibility criteria. The Testimonials/Documents should be in the possession of the candidates as on the cut off date (last date) for receipt of Applications. Inability of the candidates to produce the requisite documents at the time of Document Verification shall render them liable for non-consideration of their candidature. No Undertaking for production of documents in respect of eligibility criteria with regard to Age; Qualification & Experience, on a later date will be allowed. The candidates who qualify the Document Verification stage will be paid Travelling Allowance as per the Rules of the Company.

4. Candidates are required to produce one of the Original & Valid Identity Card (i.e. Voters ID Card, Driving Licence; Aadhaar Card; Passport; PAN Card; ID Card issued by Central/State Govt., College ID card where the candidate has studied last along with a copy of which duly attested by the Gazetted Officer) to prove their identity before the invigilator, failing which they will not be allowed to appear for the Written Test;

#### **Application Fee:**

1. Rs.500/- (Rupees Five Hundred Only) **along with the bank charges (as applicable)**, which is non- refundable (Exempted in case of SC/ST Candidates).
2. All core banking branches of State Bank of India (SBI) have been authorized to collect the Application Fee in **Account No. "10918220680", IFSC code. SBIN0001114, Branch code.1114**, on behalf of HAL, AIRPORT SERVICE CENTRE. HAL will not be responsible in case of a candidate depositing the fee in the wrong Account. No other form of payment is accepted.

3. Candidates are required to provide details of the application fee paid in the online application form.
4. Application fee can be deposited till the last date for receipt of application.
5. 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, before depositing the application fee, candidates should ensure that they meet all the eligibility criteria.
6. Candidates should upload the soft copy of the Original Counter foil of the Challan (HAL Copy) in the online application form. Photocopy of the challan will not be accepted.
7. The candidate should retain the original counter foil of the challan (Candidate's Copy) for future reference.

### **How to Apply:**

1. Eligible and interested candidates are required to apply Online through HAL Website (Careers Section): [www.hal-india.co.in](http://www.hal-india.co.in). No other means /mode of application will be accepted. The website is functional for Registration from **28.11.2018 till 19.12.2018.**

1. Candidates should not round off the percentage of marks in the qualifications. The percentage has to be calculated in the following manner.

$$\frac{\text{Total Marks obtained in all semesters / years}}{\text{Maximum marks (Cumulative of all semesters / years)}} \times 100$$

2. 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 Document Verification.

### **General Conditions:**

1. Candidates should have good communication and interpersonal skill. Posts are transferable on All India Basis. Application sent in other format will be rejected. Only short listed candidates will be intimated after screening of applications. Management reserves the right to raise or lower the minimum aggregate percentage of marks in the qualifying examinations for short-listing the candidates for Written Test/Skill Test.

2. For shortlisting the candidates for written test and skill test, the candidates who secured more marks in the qualifying examinations (i.e. Qualification prescribed for the post) will be considered first. In case marks also same for many candidates, senior in age will be considered first. HAL Reserves the right to change this as per the requirement of the company.

### **Medical Examination:**

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination at HAL Hospital before joining HAL. Applicants should meet the Medical Standards as 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 and as per the DGCA (Director General of Civil Aviation) Medical Standard requirement.

No relaxation in Health Standards will be allowed.

### **Other Benefits & Terms & Conditions:**

1. Only Indian Nationals are eligible to apply.
2. Candidates provisionally selected under this recruitment will be subject to verification of Caste and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.
3. Selected candidates can be posted to any Division / R&D Centers / Office of the Company.
4. Request for change of mailing Address, Category, Discipline or any other information as declared in the online application form will not be entertained once the application is submitted.
5. If the information/ Certificates furnished by the candidate in any part/ stage 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.
6. A candidate is requested to apply only if he/she is fulfilling all the criteria mentioned for the post.
7. All qualifications should be from Indian Universities/ Institutes recognized by appropriate statutory Authorities in the Country.
8. Candidates employed in Central / State Government/ Public Sector Undertakings etc. should produce No Objection Certificate (NOC) at the time of appearing for the document verification. Candidates who fail to produce the NOC will not be permitted for document verification. No undertaking will be accepted in this regard.

9. 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 Organisation.
10. 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.,
11. Experience possessed by candidates engaged on contract basis through contractors by PSUs/Central/State Governments will not be considered as experience since the engagement is not direct.
12. 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 Organisations.
13. Mere submission of application will not automatically entail them to be called for Written Test and Skill Test or Document Verification.
14. HAL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the Advertisement / Recruitment process and / or the Selection Process there under, without issuing any further notice whatsoever. The number of vacancies can be modified as per discretion of the Management.
16. Candidates who have work experience in the Private Sector and produce the experience certificate should submit the same in the letter head of the Company. The letter head of the company should have the details of the company.
17. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, Verification of Documents etc. will be final and binding on candidates.
18. Candidates should clearly mention all the details sought in the Application Format. In case of no clarity/ discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates.
19. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidature and the application will be out-rightly rejected.
20. Any sort of canvassing or Influencing of the Officers related to Recruitment / Selection process would result in immediate disqualification of the candidates.
21. Court of jurisdiction for any dispute/ cause will be in Bangalore.

22. Last date for receipt of application is 19.12.2018.

23. Any further information/Corrigendum /Addendum would be uploaded only on HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)).

24. In case of any particular query is not covered above, the candidates may write to us at **hr\_asc@hal-india.co.in** Or call 080-22313819. No other method of communication will be entertained.

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**APPENDIX-A**

**FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA**

This is to certify that Shri /Smt / Kumari -  
\_\_\_\_\_, son/ daughter of -  
\_\_\_\_\_, of Village / Town -  
\_\_\_\_\_ in District/ Division  
\_\_\_\_\_ in the State / Union Territory  
\_\_\_\_\_ belongs to the  
\_\_\_\_\_ Community which is recognized as a  
Backward Class under the Government of India, Ministry of Social Justice and  
Empowerment's Resolution No. .... dated ....., Shri /  
Smt. / Kumari \_\_\_\_\_ and / or his / her family ordinarily  
reside(s) in the \_\_\_\_\_ District / Division of the  
\_\_\_\_\_ State / Union Territory. This is also to certify  
that he/ she does not belong to the persons / sections (Creamy Layer)  
mentioned in column 3 of the Schedule to the Government of India, Department  
of Personnel and Training, O.M. No. 36012/22/93-Estt.(SCT), dated 8-9-1993\*\*.

**District Magistrate,  
Deputy Commissioner, etc.**

Dated:

SEAL

\* The authority issuing the certificate may have to mention the details of  
Resolution of Government of India, in which the caste of the candidate is  
mentioned as OBC.

\*\* As amended from time to time

Note: The term "Ordinarily" used here will have the same meaning as in Section  
20 of the Representation of people's Act, 1950.

**DECLARATION TO BE FURNISHED BY CANDIDATES SEEKING RESERVATION AS OBC**

The Deputy General Manager (HR)  
HAL, Airport Services Centre  
Bangalore

Sub: Selection for the post of Air Traffic Controller Trainees

Respected Sir,

"I, \_\_\_\_\_ son / daughter of  
Shri \_\_\_\_\_ resident of village / town  
/ city \_\_\_\_\_ Dist  
\_\_\_\_\_ State \_\_\_\_\_

hereby declare that I belong to the \_\_\_\_\_  
community which is recognised as Backward Class by the Government of India  
for the purpose of reservation in services as per orders contained in Department  
of Personnel & Training Office Memorandum No.36012/22/93-Estt.(SCT) dated  
8.9.1993. It is also declared that I do not belong to Persons/ Sections (creamy  
layer) mentioned in column 3 of the Schedule to the above-referred Office  
Memorandum dated 8.9.1993".

2. I further declare that I have been selected and offered the above said post  
provisionally which is reserved for the persons belonging to OBC Non Creamy  
Layer category. I know that my appointment to this post is provisional and is  
subject to the community certificate being verified through the proper channels  
and if the verification reveals that my claim to belong to Other Backward Class  
or not belong to Creamy Layer is false, my services will be terminated forthwith  
without assigning any further reasons and without prejudice to such further  
action as may be taken under the provisions of the Indian Penal Code for  
production of false caste certificate.

Thanking you,

Yours faithfully,

Signature of the candidate

**FORM OF CERTIFICATE TO BE PRODUCED BY THE CANDIDATES  
BELONGING TO SCHEDULED CASTE / SCHEDULED TRIBE**

This is to certify that Shri/ Shrimathi\*/  
Kumari\*\_\_\_\_\_ Son / Daughter\*of \_\_\_\_\_  
of Village/town\*\_\_\_\_\_ in District / Division\* \_\_\_\_\_ of  
the State/Union Territory\*\_\_\_\_\_ belongs to the \_\_\_\_\_  
Caste/ Tribe\* which is recognized as a Scheduled Caste / Scheduled Tribe\*  
Under:

The Constitution (Scheduled Castes) order 1950

\*The Constitution (Scheduled Tribes) order 1950

\*The Constitution (Scheduled Castes)(Union Territories) order 1950

\*The Constitution (Scheduled Tribes) (Union Territories) order 1951

{ ( As amended by the Scheduled Castes and Scheduled Tribes lists( Modification) order, 1956, the Bombay Reorganization act 1960, the Punjab Reorganization act 1966, the state of Himachal Pradesh act 1970, the North-Eastern areas ( Reorganization) act 1971 and the Scheduled Castes and Scheduled Tribes orders (Amendment) act 1976) }

\*The Constitution ( Jammu and Kashmir) Scheduled Castes order 1956

\*The Constitution (Andaman and Nicobar Islands) Scheduled Tribes order 1959 as amended by the scheduled Castes and Scheduled Tribes Orders (Amendment) act 1976;

\*The Constitution ( Dadra and Nagar Haveli) Scheduled Castes order 1962

\*The Constitution ( Dadra and Nagar Haveli) Scheduled Tribes order 1962

\*The Constitution ( Pondicherry) Scheduled Castes order 1964

\*The Constitution ( Uttar Pradesh) Scheduled Tribes order 1967

\*The Constitution ( Goa, Daman and Diu) Scheduled Castes order 1968

\*The Constitution ( Goa, Daman and Diu) Scheduled Tribes order 1968

\*The Constitution ( Nagaland) Scheduled Tribes order 1970

\*The Constitution ( Sikkim) Scheduled Castes order 1978

2. Shri/ Shrimathi/ Kumari\*\_\_\_\_\_ and/ or \* his/  
her\* family ordinarily reside(s) in village/town\* \_\_\_\_\_ of  
\_\_\_\_\_ District/Division\* of the state/Union Territory\* of  
\_\_\_\_\_

Signature \_\_\_\_\_

Designation \_\_\_\_\_

(With seal of office)

State / Union

Place \_\_\_\_\_

Territory

Date \_\_\_\_\_

\* Please delete the words, which are not applicable

Note : The term " Ordinarily resides" used here will have the same meaning as in section 20 of the Representation of the People Act 1950.