A Maharatna CPSE
हिन्दुस्तान एरोनॉटिक्स लिमिटेड
HINDUSTAN AERONAUTICS LIMITED

Hindustan Aeronautics Limited

ENGAGEMENT OF JUNIOR EXECUTIVES ON SHORT TERM BASIS

(Advt. No.: **HAL/CHRC-TAR/RECT-03/2026**)

Last Date for submission of Online Applications:17.10.2026

1. About the Company:

1.1 Hindustan Aeronautics Limited (HAL) is a Maharatna Central Public Sector Undertaking under the Ministry of Defence, Government of India, and a premier Aerospace and Defence Company in 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, Helicopters, Aero-engines, Accessories, Avionics and Systems. HAL operates with 20 Divisions and 10 Research & Development Centres spread across seven States and ten geographical locations in India.

1.2 HAL has evolved into an integrated Aerospace and Defence Organisation and has made significant contributions to the design, development, manufacture, maintenance, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems. The Company's Research & Development Centres and Production Divisions are equipped with 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 programmes of the Indian Space Research Organisation (ISRO).

1.3 To support its ambitious growth plans, HAL is looking for young, energetic and result oriented Graduate Engineers/Professionals for engagement as Junior Executives on Short Term Basis. The selected candidates will be posted across HAL's Production, Overhaul and Service Divisions, Research & Development Centres and Offices located at Bengaluru and Tumakuru (Karnataka), Hyderabad (Telangana), Nasik (Maharashtra), Koraput (Odisha), Barrackpore (West Bengal), Lucknow, Kanpur and Korwa (Uttar Pradesh).

2. Number of Vacancies & Reservations:

Category wise breakup of vacancies is as detailed under:

Sl .No	Designation of the Post	Discipline	SC	ST	OBC-NCL	EWS	UR	Total
1	Junior Executive on Short Term Basis	Aeronautical	0	0	1	0	1	2
2		Chemical	0	0	1	0	1	2
3		Civil	1	0	1	0	5	7
4		Computer Science	1	0	1	1	3	6
5		Electrical	4	2	6	3	10	25
6		Electronics	3	2	5	2	9	21
7		Mechanical	15	7	21	8	27	78
8		Metallurgy	0	0	1	0	2	3
9		Production	1	0	1	1	3	6
Total			25	11	38	15	61	150

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 the 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 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 17.10.2026** 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 Engagement of Junior Executives on Short Term Basis. 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 the Disability Certificate issued by the Competent Authority in the prescribed format only.

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

Discipline	Visual Impairment	Hearing Impairment	Locomotor Disability	Other Disabilities		No. of vacancies reserved
	(a)	(b)	(c)	(d)	(e)	(f)
Aeronautical	-	HH	OA, OL, Dw, AAV, SDD/SID, SD/SI	ASD (M), SLD	MD involving (b) to (d)	06
Civil	-	D, HH	OA, OL, CP, LC, Dw, AAV, SDD/SID, SD/SI	SLD	MD involving (b) to (d)	
Computer Science	B, LV	D, HH	OL, CP, LC, Dw, AAV, SDD/SID,SD/SI	SLD	MD involving (a) to (d)	
Chemical	-	D, HH	OA, OL, CP, Dw, AAV, SDD/SID, SD/SI	SLD	MD involving (b) to (d)	
Electrical	-	D, HH	OA, OL, BL, OAL,CP, LC, Dw, AAV, SDD/SID, SD/SI	ASD (M), SLD	MD involving (b) to (d)	
Electronics	-	D, HH	OA, OL, CP, LC, Dw, AAV, SDD/SID,SD/SI	ASD (M), SLD	MD involving (b) to (d)	
Production	-	D, HH	OA, OL, LC, Dw, AAV, SDD/SID,SD/SI	SLD	MD involving (b) to (d)	
Mechanical	-	D, HH	OA, OL, LC, Dw, AAV, SDD/SID,SD/SI	SLD	MD involving (b) to (d)	
Metallurgy	-	D, HH	OA, OL, CP, Dw, AAV, SDD/SID, SD/SI	SLD	MD involving (b) to (d)	

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, 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, ASD (M) = Autism Spectrum Disorder (Mild), SLD = Specific Learning Disability, MD = Multiple Disabilities from amongst persons under Clauses (a) to (d) including deaf blindness.

3. Qualification Requirement:

3.1 The Qualification requirement for various Disciplines of Junior Executives on short term basis is as under:
Regular / Full Time Degree in Engineering / Technology acquired from the Universities / Institutes recognized by appropriate Statutory Authorities in India under the 10+2+4 (10+3+3 in case of lateral entry to Engineering Courses) system in the Disciplines/ eligible Branches of Engineering, as indicated below:

Discipline	Eligible Branches
Aeronautical	Aerospace Aeronautical
Civil	Civil Engg.
Computer Science	Computer Science Computer Engg. Computer Science & IT Information Technology Information Science & Technology Computer Systems Engg. Information Systems Information Science & Engg. Software Engg. Computer Technology Computer Science & Engg. Computer Science and Engineering (Artificial Intelligence) Computer Science and Engineering (Artificial Intelligence and Machine Learning) Computer Science and Engineering (Cyber Security) Computer and Communication Engg. Computer Networking
Chemical	Chemical Engineering
Electrical	Electrical Electrical & Electronics Electrical & Instrumentation Electrical, Instrumentation & Control Engg Electrical & Power Engg.
Electronics	Electronics Electronics & Communication Electronics & Telecommunication Electronics Engg. (VLSI Design & Technology) Electronics & Control Systems Electronics & Communication (Communication System Engg.)
Production	Industrial Production Engg. 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 Engg.

	Mechanical Stream - Production Engg. Industrial Engg. and Operations Research
Mechanical	Mechanical Mechanical & Industrial Engg. Mechanical & Production Engg. Mechatronics Engg. Mechanical and Automation Engg.
Metallurgy	Metallurgy Materials & Metallurgy Metallurgy & Materials Engg. Metallurgy & Materials Technology Metallurgy & Material Science

Note:1 In addition to above Branches of Engineering Disciplines, HAL reserves the right to allow the candidates possessing Qualification of Degree in any other Branches of the same Engineering Disciplines as mentioned above, to be considered eligible for the Engagement of Junior Executives on Short Term Basis, provided they meet other criteria. However, in such cases, the Degree/ provisional Certificate should mention one of the Discipline or Branch mentioned above.

Note:2 As per MHRD O.M. F. No. 11-15/2011-AR(TS.II) dated 06.12.2012, the Technical Courses offered by the Professional Bodies / Institutions were de-recognized w.e.f. 01.06.2013. Therefore, the candidates who had enrolled for these Courses upto 31.05.2013 are only eligible for consideration as equivalent to Degree in Engineering and the candidates who have enrolled on or after 01.06.2013 for the same, are not eligible.

3.2 *Aggregate Percentage of Marks*: In order to become eligible to apply for the Engagement as Junior Executive on Short Term Basis, 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:

Designation of the Post	Aggregate Percentage of Marks	
Junior Executive on Short Term Basis	UR / OBC-NCL / EWS Candidates	SC / ST / PwBD Candidates
	60%	**50%**

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 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 November 2026.

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 5/6 years Integrated Degree in the relevant Discipline and Branch of Engineering are also eligible to apply.

3.6 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, if shortlisted / called for.

3.7 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 any mode other than Regular or Full Time are not eligible to apply for any Discipline advertised in this notification, unless specifically indicated otherwise. In other words, the qualifications acquired through Correspondence / Distance Education / Part Time / E-Learning will not be equated with a Regular / Full Time course.

3.8 Wherever Candidates are required to possess specialization in order to become eligible to apply for a particular Discipline advertised in this advertisement, the certificate of acquisition of such qualification shall clearly indicate the acquisition of such relevant specialization. In case, the same is not available, Candidate shall produce a Certificate issued by the concerned Institute to this effect.

4 Age Criteria & Relaxations:

4.1 Upper Age limit: Not above 28 years as on 17th October, 2026 for UR & EWS category candidates.

4.2 Candidates from OBC-NCL / SC/ ST/ EWS categories applying for UR post will be treated on par with UR criteria.

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

4.4 Upper Age limit is relaxable by 3 years in respect of OBC-NCL candidates. 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.

4.5 In respect of Candidates belonging to EWS Category, the Income and Asset Certificate shall be valid for the financial year 2026-2027 and shall be prepared on the basis of income and asset verification for the financial year 2025-26.

4.6 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.

4.7 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.

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

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

5. Tenure of the Engagement:

5.1 The selected candidates will be engaged on tenure basis for a maximum period of 3 years from the date of engagement. The tenure will come to an end automatically on completion of 3 years period from the date of joining, without any further notice. There would be no further extension of tenure. The employment can be terminated, at any time, during the period of Short Term engagement, by giving one month's notice by either party or payment of the Basic+DA in lieu of the Notice.

5.2 An Undertaking shall be obtained at the time of joining from all such personnel that they have accepted the appointment by understanding the fact that the engagement is temporary in nature and will automatically cease after 3 years.

5.3 Selected candidates will be posted at the Divisions/bases/offices of the Company. However, they are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases depending upon organizational requirements. No request for change of posting will be entertained after joining.

6. Remuneration And Benefits :

6.1 Personnel engaged on Short Term Basis would be inducted in E0 Pay Scale (2017) of DPE (i.e. Rs 30000-120000 /-). They will be entitled for the following Pay & Allowances:

i) Basic Pay @ Rs.30,000/-
ii) Dearness Allowance (revised quarterly) on the Basic Pay;
iii) House Rent Allowance as per classification of Cities (when Company Quarter is not provided);
iv) Cafeteria Allowance @35% of the Basic Pay.

6.2 An annual Increment of 3% shall be admissible on the Basic pay in second & third year.

6.3 Other Benefits/Allowances:

a) Maximum amount of Rs. 25000/- per annum will be paid towards reimbursement of Medical Insurance Coverage upt Rs.10 Lakhs. The proof of having taken Insurance Policy need to be submitted within three months of engagement. These personnel will not be entitled for any other medical benefits in the Company's IHCs/Dispensaries.
b) Causal Leave, Vacation Leave, Compensatory Off, as applicable to regular Officers & Vacation Leave Encashment (on completion/termination of the Tenure).
c) Uniforms, Stitching Charges & Shoe Allowance as applicable to regular Officers.
d) Maternity Benefits, Creche facilities and Paternity Leave as applicable to regular officers.
e) Provident Fund contributions as per rules: and Gratuity will be paid on completion of the Term or discontinuation of the term due to resignation, termination, etc. subject to completion of One year service on *pro-rata* basis.
f) TA/DA benefits (joining Duty, Temporary Duty and Transfers) as applicable to regular officers at Grade-I.
g) Personnel with Benchmark Disabilities would be extended the following allowance/benefits as applicable to regular officers:

i. Special Allowance to Blind/Orthopedically disabled personnel & Transport Allowance to Blind/Orthopedically disable/Deaf & Dumb Employees (as applicable);
ii. Special Causal Leave.

h) Periodical medical check-up for self.
i) Company Quarters, Wherever available.

7. Other Terms And Conditions :

7.1 The Short Term Engagement will not confer any right on the Personnel to claim the status of regular executives of the Company.

7.2 Junior Executives on short term basis will abide by various Company Rules & Regulations like HAL CDA Rules, Transferability to other Departments or Divisions or Places, Termination of Contract for reasons of non-performance or poor performance or without assigning any reason, etc.

7.3 Junior Executives on short term basis will not be entitled for any Allowances or Benefits other than those indicated above.

8. Payment of Application Fees :

8.1 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 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;

8.2 Application Fee once deposited into the Company's Account will not be refunded under any circumstances, 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.

8.3 Payment of Application Fee: On filling the Application Form, the candidates (UR/OBC-NCL/EWS) will be directed to online payment page with the HAL Account details mentioned as '**HAL CHRC RECRUIMENT 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.

8.4 After payment, the candidate (UR/OBC-NCL/EWS) 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. The same is not applicable for candidates belonging to SC/ST/PwBD categories.

9. How To Apply:

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

9.2 Applications received through any other mode will not be accepted.

9.3 Applications received after the specified time limit on the last date for receipt of applications will not be considered. Online application window will close at 14:00 hrs on the last date of application i.e. **17.10.2026**. Candidates shall ensure that they submit the **Online Applications on or before 17.10.2026 (14:00 hrs).**

9.4 It may be noted that all the candidates who are called for Interview 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.

9.5 Applicants should apply only for the Engineering Discipline that best matches or suits their educational qualification criteria and not otherwise. Applicants shall only apply for ONE Engineering Discipline in response to this Advertisement for their application to be considered valid. If an applicant submits more than one application for different Disciplines, all such applications shall be summarily rejected and Application Fee paid, if any, will stand forfeited. However, in case of more than one application submitted by a candidate for the same Discipline, last submitted application of such candidate will only be considered.

9.6 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.

9.7 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. Any request for change of Mobile number or email Id at a later stage will not be entertained.

10. Registration Process:

10.1 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. Soft Copy of the latest Passport Size Colour photograph and Signature (in .jpg file and less than 100 KB & 50 KB in size respectively) for uploading in the online Application Form;
c. Educational Details like Semester wise Marks, etc.
d. Employment details (if applicable)

10.2 Eligible and interested candidates are required to apply Online only, through HAL Website, i.e. www.hal-india.co.in (Careers Section) from 07.10.2026 (14:00 hrs.) to 17.10.2026 (14:00 hrs.). No other means/ mode of Application will be accepted.

10.3 The Steps for submitting the Application Online and depositing the Application Fee through SBI collect are as follows:

Step- 1: Candidate is required to click the following link **Engagement of Junior Executives on Short term Basis-2026** given at www.hal-india.co.in (careers section) for the registration.

Step-2: Eligibility Details are required to be filled up accurately. On submission of Eligibility Details, a unique Application number will be generated and the candidate will be routed to 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 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 categories, on submission of Personal, Qualification etc details, the registration process will be completed in the application confirmation page for future reference.
b) In case of candidates belonging to UR/ OBC-NCL /EWS categories, on submission of Personal, Qualification etc details they are required to make online payment through SBI 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 and due validation of the same, which is likely to take 48hrs to 72hrs. Candidates are requested to re-visit the application page with relevant credentials accordingly.

Note: The Application Fees 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 into 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.

11. Selection Process:

11.1 The Selection of candidates will be done through Interview only.

11.2 Candidates who fulfill the prescribed eligibility criteria will be only considered for shortlisting for Interview.

11.3 Candidates will be shortlisted and called for Interview on the basis of aggregate of marks scored in the qualifying course/ examination, in order of merit in the ratio of 1:10 (Maximum) 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 1:10 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 1:10 in their respective category. In case marks in the qualifying examination are same, Candidate who is elder or senior in age is to be considered first. The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules (Recruitment Manual) of the Company, as amended from time to time. Selection of the candidates, against number of posts notified for each Discipline, will be made on the basis of performance of the candidates in the Interview. Candidates should secure atleast 50% marks in the Interview, for qualifying in the Selection. (Relaxation to the candidates belonging to the SC/ST/PwBD will be given as per rules).

11.4 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.

11.5 The suitability of the Shortlisted Candidates for selection to the Posts notified will be assessed by a

Selection Committee by way of Interview.

11.6 Merely meeting the qualification (in the Capacity of an Executive) as indicated in the advertisement will not entail right for shortlisting of the application for the Interview.

11.7 Age will be reckoned as on the last date for receipt of application only. 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.

11.8 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, as applicable, in the prescribed format at the time of Interview / Document Verification.

11.9 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.

11.10 The entire selection process will be governed by the extant Recruitment Rules of the Company.

11.11 If the information furnished by the candidate is found to be false or incomplete (including suppression of information) or is not in conformity with the eligibility criteria mentioned in the advertisement, the candidature for engagement 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.

13. Pre- Employment Medical Standards:

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

13.2 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.

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

13.4 No relaxation in health standards will be allowed. Candidates are advised to go through the extant Pre-Employment Medical Standards of the Company.

13.5 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 Persons with Benchmark Disabilities (PwBDs) and till such time their appointment in HAL as Junior Executive on Short Term Basis will be provisional. Engagement of selected PwBDs will be subject to verification of Disability Certificate from the concerned Authorities as per the Company Rules.

14. General Conditions:

14.1 Only Indian Nationals are eligible to apply.

14.2 Applicants should apply only for the Engineering Discipline that best matches or suits their educational qualification criteria and not otherwise. Applicants shall only apply for ONE Engineering Discipline in

response to this Advertisement for their application to be considered valid. If an applicant submits more than one application for different Disciplines, all such applications shall be summarily rejected and Application Fee paid, if any, will stand forfeited. However, in case of more than one application submitted by a candidate for the same Discipline, last submitted application of such candidate will only be considered.

14.3 Candidates possessing Part Time/Correspondence/e-Learning/ Distance Education courses in Degree in Engineering / Technology are not eligible to apply.

14.4 It is reiterated that Wherever CGPA, letter grade, etc. in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the online 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, if shortlisted /called for.

14.5 Before applying, candidates should ensure that they fulfill 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 Discipline/ Post for which he/she has applied, as per the extant Rules of the Company.

14.6 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 November 2026, if called for.

14.7 Engagement 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.

14.8 The Engagement as Junior Executive on Short Term Basis will not confer any right on the Personnel to claim the status of regular executives of the Company.

14.9 Selected candidates will abide by various Company Rules & Regulations like HAL CDA Rules, Transferability to other Departments or Divisions or Places, Termination of Contract for reasons of non-performance or poor performance or without assigning any reason, etc.

14.10 HAL reserves the right to cancel/ restrict/ increase/ 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.

14.11 Any information regarding the selection process will be notified on HAL Website only. **Corrigendum/Addendum, if any, will be hosted / published on HAL Website only.** Candidates are requested to visit the HAL Website regularly for updates.

14.12 Any correspondence 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.

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

14.14 Selected candidates can be posted to any Division / R&D Centre / Office of the Company.

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

14.16 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.

14.17 All further announcements/details pertaining to this selection will only be published / provided on HAL website www.hal-india.co.in.

14.18 By applying for the Discipline/Post listed in this advertisement, candidates acknowledge and agree to comply with all the provisions outlined herein.

14.19 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.

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.
