



**Hindustan Aeronautics Limited**  
**LCA Tejas Division, Bangalore Complex**

Advt. No: LCA/HR/EXSM/TBT-2025/ 1448 /2025

Dt. 23.07.2025

**Engagement of Ex-Servicemen on Tenure Basis in Non-Executive cadre**

Hindustan Aeronautics Limited (HAL), a Maharatna Central Public Sector Undertaking is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 11 co-located R & D Centres spread across the country. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

LCA Tejas Division was established under the aegis of HAL Bangalore Complex to take up concurrent development and production of indigenously designed and developed Light Combat Aircraft (LCA-Tejas). HAL, LCA Tejas Division, Bangalore Complex (BC) is in the process of inducting Ex-Servicemen (Technician), on Tenure Basis to be posted in Customer base at **Naliya, Gujarat** for a period of Four years in the Non-Executive cadre as per the details mentioned below:

**(i) Number of Posts/ Place of Posting, Vacancy Breakup, Qualification & Experience Requirements**

Post & Channel / Scale & Place of Posting	Trade	No of Posts	Qualification Requirements	Experience
Ex-Servicemen (Technician) (Scale- D/6) ** Customer Base, Naliya (Gujarat)	Airframe Fitter / Structure Fitter	05 (Five)	Diploma in Mechanical Engineering Or Equivalent *	Min 5 years of experience in any of the aircraft namely LCA, Mirage, Su-30, Jaguar and MiG series aircrafts in respective Trades
	Engine Fitter / Propulsion Fitter	01 (One)		
	Weapon Fitter/ Weapon Fitter (R)	01 (One)		
	Electrical / Instrument / Electrical Fitter (R)	02 (Two)	Diploma in Electrical Engineering Or Equivalent*	
<b>Total</b>		<b>09 (Nine)</b>		

\*Equivalent Service Trades / Certificates /Qualifications in the Army/Airforce/Navy (as applicable).

\*\* Induction scale will be as per Qualification & Post Qualification experience in the armed forces, as per Rules of the company in respect of Ex-Serviceman.

**Note:** Diploma in Engineering / Technology in the relevant trade or discipline awarded by Indian Air Force/Indian Army/ Indian Navy. The Diploma awarded needs to be after undergoing the prescribed training and passing the required examination specified by the Armed Forces wherein the candidates have undergone the training.

**(or)**

Diploma in Engineering / Technology (full time & regular) in the relevant discipline by passing the prescribed Test (Trade & Written) and the Certificate should have been issued by the concerned Board of Technical Education/Institute, if the qualification was acquired before joining the Armed Forces.

Candidates possessing higher qualifications than the required qualification indicated in the Notification against the respective post need not apply. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. "All the Qualifications possessed by the candidates as also Qualifications/ Courses being pursued by them at the time of submitting the Application for employment, are to be clearly indicated and Qualifications / Courses which are being pursued/ currently undergoing are to be indicated in the Application while submitting the same for notified posts in HAL" Candidature of such personnel who possess higher qualification than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected at any stage of the Recruitment or Selection.

No. of Vacancies indicated above may increase or decrease based on Requirements.

Selected candidates will be posted at Naliya as mentioned above. 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.

Candidates are required to possess min 5 years of experience in any of the aircraft namely LCA, Mirage, Su-30, Jaguar and MiG series aircrafts in respective Trades.

## **(ii) Age Limit / Relaxation / Concession**

- ➔ Age limit as on 23.08.2025 is **28 years**, however Ex-Servicemen who have put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit.
- ➔ Upper age limit is relaxable by 5 years in respect of SC/ST and 3 years in respect of OBC (NCL) candidates. Candidates belonging to OBC category are required to produce recently obtained Non-creamy layer Certificate in proof of their Community (not older than 6 months) stating that they do not come under the creamy layer from the Competent Authority, in the Central Govt. format and candidates belonging to the SC/ST category are also required to produce their community certificate in proof of their community at the time of Document Verification in the prescribed format.
- ➔ In respect of Persons with Benchmark Disability (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 mentioned above (wherever applicable). Reservation of the posts will be as per the rules.
- ➔ 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.
- ➔ Upper age limit with all relaxations shall not exceed 55 years.

## (iii) Tenure of Engagement

The selected candidates will be engaged on tenure basis for a period of Four Years from the date of engagement. The engagement is not against permanent vacancy and will not entitle any candidate to claim for regular / permanent employment in future. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice. However, extension of tenure for a further period of 04 years may be considered on case-to-case basis in cases where workload and requirement exist. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

## (iv) Training

Selected Personnel on Tenure Basis will undergo an initial Induction Training at LCA Tejas Division. The personnel selected will be deployed in shifts. Selected Ex-servicemen will be given Shop floor training on different projects as per requirements before their placement at Defence Operating Base on tenure basis.

## (v) Place of Posting

Selected candidates will be posted in Customer Base Naliya, Gujarat. Any request for change in place of posting will not be entertained after joining and place of posting will be considered as Headquarters for all future purposes. However, they will be liable to be transferred / posted to any place in India where HAL has Divisions / Bases / Offices based on organisational requirements

## (vi) Remuneration

- During the period of tenure engagement, the candidates will be paid consolidated remuneration per month consisting of the following components:

Post	Ex-Servicemen (Technician)
Scale	Scale-6 / (D6)
Basic Pay	23000/- Rs per month
Dearness Allowance	At applicable rates
House Rent Allowance	At applicable rates
Perks	@ 25% on Basic Pay
Lumpsum amount towards Medical Expenses	1500/-
Other benefits & Allowances	As per rules

- Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components of the Consolidated Emoluments.
- An annual increase of 3% during the tenure shall be admissible as per rules, subject to satisfactory performance
- The approximate Consolidated Remuneration for Scale – D6 (Ex-Servicemen-Technician) at minimum level of induction and may vary depending on the post qualification experience in armed forces as per the rules of the Company in respect of Ex-Servicemen.

- The selected candidates will also be entitled for the following Allowances / Benefits /Incentives, like in the case of regular Workmen, as per Rules:
- Monthly Incentive and Annual Incentive
- Quarterly Performance Pay
- TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay
- Group Insurance in lieu of EDLI
- Night Shift Allowance, wherever applicable.
- In case Personnel already completed 4 years of Tenure Based Engagement under this Scheme are again engaged for a 2nd Term, their Basic Pay will be fixed with grant of One Increment over the last drawn Basic Pay.
- The selected candidates will also be entitled for Holidays / Leave, Uniform as per Company rules.
- The selected personnel will be governed by various Company Rules & Regulations in carrying out the assigned tasks and their conduct, like Standing Orders, 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.

## (vii) Selection Procedure

Eligible candidates will be considered for the Written Test, subject to meeting notified criteria. Final selection will be made on the basis of performance in the Written Test only. Candidates who clear the initial screening based on the prescribed eligibility criteria will only be considered for written Test.

- **The place of Written Test centre will be indicated in call letter (Preferably in Bhuj / Naliya/ Bangalore).** The date and time of the Written Test (for all posts) will be intimated to the short listed / eligible candidates by e-mail (to the email id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website (<http://www.hal-india.co.in>). The Tentative date for conduct of Written Test will be 3<sup>rd</sup> week of September 2025.
- The Written Test will be of 2 ½ hours duration. The test will be in 3 parts, comprising of Multiple-Choice Questions (MCQs). Part-I will consist of 20 questions on General Awareness, Part-II will consist of 40 questions on English & Reasoning. Part-III will consist of 100 questions on the concerned Discipline. Each question carries 1 mark each and there is no negative Marking.
- Candidates are required to bring Admit Card & One of the Original Photo Identity Card viz. Voters ID Card, Driving License, Aadhar Card, Passport, PAN Card, ID Card (by Central / State Govt. / PSU for their employees), ID Cards (by Govt. Agencies authorised), along with Xerox copy of the Photo ID Card self-attested, to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.
- Candidates will have to appear for Written Test at their own cost, on the date, time & Venue, which will be mentioned in their admit card. Candidates may be required to stay for additional one or two days for which they have to make their own arrangement.

- Selection of candidates in the Written Test is provisional and is subject to document verification as indicated above in terms of age, prescribed educational qualification, date of birth, experience, disability, sub-disability, caste (wherever applicable).
- Candidates qualifying in the Written Test will be called for Document Verification in the Order of Merit, wherein candidates will be required to produce Testimonials/Documents in support of Age, Qualification; Caste/Tribe/Class; Experience and other advertised eligibility criteria. 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.
- In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience, etc. additional candidates will be called for Document Verification in the order of Merit (Discipline /Category wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.
- Candidates qualifying in the Document Verification Stage as above will be issued the Provisional Offers of Engagement and they are required to undergo Pre-employment Medical examination. No relaxation in Health Standards will be allowed.
- Candidates 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.
- The decision of the Company's Doctor in this regard will be final and binding.
- On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Vigilance Clearance and Character Certificate from the concerned Authorities, Final Offer of Engagement will be issued as per the Company Rules.
- Engagement of selected candidates is subject to Verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.
- Candidates attending the Document Verification would be reimbursed Travelling Allowance (TA), i.e Sleeper Class/II Class Train Fare/Bus Fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and Photostat copy of return journey ticket), failing which TA will not be paid. In case the candidate travels by other modes of transport, he will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof. It may be noted that no Travelling Allowance will be paid to candidates called for Written Test. However, if the Written Test and the Document Verification are held at one and the same Station and on the same/adjacent days, the candidates who qualify the Document Verification stage would be paid Travelling Allowance, as per their entitlement, for one journey to and from the place of selection.

## (viii) Medical Examination

- Candidates qualified in the Document Verification will be issued Provisional Offer and they are (including PwBDs) required to undergo Pre-employment Medical examination at HAL Hospital.
- Candidates 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. No relaxation in Health Standards will be allowed.

- The decision of the Company's Doctor in this regard will be final and binding.
- 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 engagement in HAL will be provisional. Appointment of selected PwBDs will be subject to verification of Disability Certificate from the concerned Authorities as per the Company Rules.
- On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Police Clearance report and Vigilance Clearance (if applicable) from the concerned Authorities, Final offer of Engagement will be issued as per the rules of the Company.

**(ix) How to Apply**

- The eligible and interested candidates are required to submit the application in the prescribed format as Annexure-I hosted on HAL Website ([www.hal-india.co.in](http://www.hal-india.co.in)) – **Career Section**.
- Candidates meeting the above specifications may send their applications strictly in the prescribed Application Format printed on **A-4 size** paper (neatly typed/handwritten), along with a **self-attested recent Passport size Photograph** to the following address latest by **23.08.2025**:  
  
**The Chief Manager (HR)**  
**Recruitment Cell**  
**Hindustan Aeronautics Limited**  
**LCA Tejas Division**  
**Post Bag No.3791, Bangalore– 560037, Karnataka**
- No other means / mode of Application will be accepted.
- Application form **should accompany proof of original counterfoil of Challan (HAL Copy)** for having paid the Application Fee (exempted for SC/ST & PWD candidates). The candidates should retain original counterfoil of the Challan (Candidate's copy) for future reference;
- Candidates are required to possess a valid e-mail ID and Mobile number which is to be mentioned in the application, so that intimation regarding the written test, document verification, medical test etc. can be sent. HAL will not be responsible for bouncing of e-mail sent to the candidates;
- The last date for receipt of applications is **23<sup>rd</sup> August 2025**. Applications received after due date will not be accepted. No application will be received in person on the address mentioned above;
- The Applications have to be sent only through Ordinary Post/Speed Post/Registered Post/Courier. Applications received through other modes viz. Fax/Email etc. will not be accepted and will be summarily rejected;
- HAL will not take any responsibility for any delay in receiving the Application Forms or loss in transit;
- Candidates are requested to compulsorily super scribe the envelope with **“Application for the post of Ex-Servicemen (Technician)- LCA Tejas Division”**;
- If photograph and signature is found to be mismatch with the candidate at the time of Written Test, Candidate will not be permitted to appear in the Written Test. Candidature of the candidate will be summarily rejected / cancelled.

- Request for change of Date of Birth, Mobile Number, Mailing Address, Category, Qualification, Discipline etc., as declared in the application will not be entertained.
- Ensure all required documents are attached, including identification proof, educational certificates, and any other relevant qualifications. Applications received will be screened by the Division as per the eligibility criteria norms laid down, to ascertain whether the candidates meet the eligibility criteria prescribed in the Notification /Advertisement.
- Candidates who clear the initial screening based on the prescribed eligibility criteria will only be considered for Written Test.
- Candidates who have applied will receive communication from HAL by email and will be called for Written Test, subject to their meeting notified criteria.
- Final selection will be made on the basis of performance in the Written Test only.
- Candidate is eligible to apply for one post only for which he/ she is most eligible.
- If the information / Certificates furnished by the candidates in any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Notification, the candidature/engagement will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidate.
- Any further Information / Corrigendum / Addendum would be uploaded only in HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)).

## (x) Application Fee

- A non-refundable amount of Rs. 200/- (Rupees Two Hundred Only) & applicable bank charges is to be paid as application fee through **Bank Challan Only**. The application fee is inclusive of GST 18%. Candidates belonging to SC/ST/PWBD Categories are exempted from the payment of application fees;
- Application fee is to be **deposited** in the “**Hindustan Aeronautics Limited – LCA Tejas Division**” bearing Account number **39187604397** (IFSC Number: SBIN0001114) through Challan at any of the core banking branches of State Bank of India in the prescribed Challan (Annexure II) and a Journal number is to be obtained. HAL will not be responsible in case of a candidate depositing the Application Fee in the wrong account. No other form of payment is accepted;
- Candidates are required to pay applicable commission charges as levied by State Bank of India;
- Candidates are required to provide details of the Application fee paid in the Application Form;
- Without payment of Application Fee (wherever applicable), the application form cannot be accepted;
- Application Fee once deposited into Company’s account will not be refunded under any circumstances, even if the candidate is unable to forward the application or due to being ineligible at the time of applying or rejection of Application due to postal delays/loss. Therefore, before depositing the application fee, candidates should ensure that they meet all the eligibility criteria as mentioned in the Notification;
- Candidates should enclose proof of Challan payment with the name and mobile number noted on the copy of the Challan and should forward original counterfoil of the Challan (HAL Copy) along with the Application Form. Photo copy of the Challan will not be accepted. Candidate must retain original counterfoil of the Challan (Candidate’s copy).

## (xi) General Conditions

- Only Indian Nationals are eligible to apply.

- Candidates employed in Central / State Government/ Public Sector Undertakings etc. (**including candidates engaged on Contract basis therein**) should produce No Objection Certificate (NOC) at the time of Document Verification from their employer failing which the candidature will be rejected and they will not be eligible for payment of Travelling Allowance if any.
- The Date, Time and Venue for Document verification will be intimated to the candidate who is provisionally selected in the Written Test via E-mail (to the email id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website ([www.hal-india.co.in](http://www.hal-india.co.in)). All correspondences to the candidate will be made via e-mail on the e-mail id provided by the candidate at the time of online application. Necessary information regarding the selection, written test etc. will be hosted on HAL Website from time to time.
- Age and experience will be reckoned as on **23.08.2025**
- While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by him/her are correct in all respect. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidature and the application will be out-rightly rejected.
- All qualifications should be from Indian Universities/Institutes recognized by appropriate statutory Authorities in the Country.
- Candidates with Part Time / Correspondence/Distance Education /E-Learning Qualification will not be eligible to apply.
- Screening and short listing the applications for the Written Test will be based on the details provided by the candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information.
- Appearance of the shortlisted candidates in the Written Test is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the selection process in case they do not fulfil essential eligibility criteria.
- The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, and conduct of Written Test etc will be final and binding on candidates.
- Candidates shortlisted for Written Test will be purely provisional without verification of Age, Qualification, and category of the candidates.
- Mere sponsoring the names of the candidates will not automatically entail them to be called for Written Test / Document Verification / Selection and Engagement.
- HAL reserves all the right to cancel/ restrict/modify the notification/ recruitment process and / or the Selection Process there under, without issuing any further notice whatsoever. The number of vacancies can be modified as per the discretion of the Management.
- Applicants having work Experience in Private Sector Organizations are required to submit an Experience Certificate on the letterhead of the Company. The letter head of the Company should have details of the Company. Candidate having age relaxation based on experience will not be issued the provisional offer without producing experience certificate in the letterhead of the Company.
- Any sort of Canvassing or Influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.

- Engagement of selected candidate is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL and verification of Caste, Character and Antecedents from the concerned Authorities as per the rules of the Company and Vigilance Clearance from Previous Organisations (As applicable).
- Necessary information regarding the selection, written test etc., will be hosted on HAL Website [www.hal-india.co.in](http://www.hal-india.co.in) from time to time. All correspondences to the candidates will be made via email on the e-mail id provided by the candidate in the online application. No other method of communication will be adopted.
- In case of any particular clarification, candidates can write at [recruitment.lca2024@gmail.com](mailto:recruitment.lca2024@gmail.com) .No other mode of Communication will be entertained.
- Court of jurisdiction for any dispute/cause will be Bangalore.
- In case of any ambiguity / dispute arises on account of interpretation in version other than English in Application form, Notification/Concise Advertisement etc., the English version will prevail.

**Note for Candidate**

- i) It may be noted that the information posted in HAL Website only are considered authentic. Accordingly, candidates may please note that Career opportunities in HAL shall be explored in HAL Website only.
- ii) Candidates should be alert of fake e -mails, Whatsapp messages, SMS and other such fake communications received and should not make payment with any Individual / Agency for securing employment in HAL. HAL reserves the right to take legal action against those fraudsters.

**Dy. General Manager (HR)  
Hindustan Aeronautics Limited  
LCA Tejas Division, Bangalore**