



HINDUSTAN AERONAUTICS LIMITED
AEROSPACE DIVISION
BANGALORE - 560 075

Advertisement No. AEROSPACE/CONSULTANT/2026-01

**Engagement of Superannuated Employees as Consultant/Advisor
on Part-Time Contract Basis at HAL**

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 Centers spread across the Company. HALs 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.

2. HAL, Aerospace Division invites applications from Superannuated Officers from Central Government Research Organizations (preferably from ISRO) for engagement as **Consultant (Launch Vehicle)** on **Part-Time** Contract basis for a period of one year initially and extendable in exceptional cases based on the requirement and satisfactory performance and approval of Competent Authority as per norms. The Technical Consultants are required to be posted in the following area of Domain:

1. Mechanical System - 01 Personnel
2. Electrical & Electronics System - 01 Personnel

3. The total number of posts to be engaged as Consultant is 02 personnel. The Relevant details and Eligibility Criteria for Engagement of Superannuated Officers as Part - Time Consultant/Advisor at HAL, Aerospace Division on Contract basis is as given below:

(i) Eligibility Criteria:

- a. The Applicant should have been retired from Central Government Research Organizations (preferably from ISRO) possessing the practical Knowledge and adequate experience in the field of **Launch Vehicle like PSLV,GSLV,LVM3,SSLV etc.,;**
- b. The Applicant should have a minimum of 25 years of working experience in the field of Aerospace;
- c. The Applicant should have thorough knowledge and understanding of the Launch Vehicle/Design/Manufacturing/Testing/Mission Design/Avionics and System Integration.

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- d. The Applicant possessing experience of having worked with Central Government Research Organizations would be accorded preference during the selection process;
- e. The Applicant must have unblemished Service Record;
- f. No Superannuated Central Government Officer shall be eligible for Engagement as a Consultant unless there is a gap of minimum one month from the date of Superannuation of the Officer and the date of Engagement on Part-Time Contract basis;
- g. The Applicant should have retired at equivalent Pay Level of Rs. 1,31,100 - 2,16,600 (Level 13A) or higher Pay Scale as per the Seventh Pay Commission.

(ii) Age Limit:

The age of the consultant should not be normally beyond 62 years. However in exceptional cases can be considered up to 63 years of age as on the closing date of receipt of the Application.

(iii) Process of Engagement:

- a. The Advertisement with detailed Job Specifications for inviting applications meeting the requirements will be hosted on HAL Website;
- b. The Applications received by the Closing date shall be scrutinized and examined in terms of relevant experience and the Candidates will be short listed for Interview;
- c. The Selection of the Candidates would be done through Personal Interview, the date and time for the Personal Interview will be intimated to the shortlisted Candidates on HAL website and through email id of the Candidate. The Selection Interview will be scheduled in Bangalore only;
- d. The Selected Candidate will be issued Offer of Engagement indicating Terms and Conditions of Engagement, details of assignments etc;
- e. The Selected Candidate would sign the duplicate copy of the Offer of Engagement and submit it to the Company, in acceptance of Terms & Conditions in the Offer;

(iv) Remuneration:

- a. The Part-Time Consultant /Advisor would be required to provide services for 50 days in a quarter (3 months) as per the work requirements of the Project i.e., at Aerospace Division - HAL, various ISRO Location Centers. The remuneration will be fixed at the rate of Rs. 10,000/- per full day of engagement, i.e. Rs. 5 Lakhs per quarter. The Consultant will not be eligible for any other benefits/perks/allowances. All applicable taxes (if any) would be borne by the Consultant.

- b. Travel charges for the commutation from the residence to the work place (Aerospace Division or any other places in Bangalore) will be borne by the Consultant. Accommodation (if required) will be arranged at HAL Guest House on payment of nominal charges which will be borne by the Consultant.
- c. Travel charges on Official deputation to the Work Centre (outside Bangalore), to & fro will be provided by HAL as per TA/DA Policy. In-case of travel from any other place other than his/her residence/Bangalore, the charges will be restricted to the actual expenses incurred or the admissible fare from Bangalore to the deputed Work Centre (by shortest route) whichever is lower in accordance with the TA/DA Rules.

(v) Termination of Contract Engagement:

The Contract Engagement will stand automatically terminated on completion of the prescribed Tenure. The Engagement can be terminated even earlier with one month notice in writing on either side or payment (Consolidated Remuneration in lieu of the Notice).

(vi) Essential Qualification:

Full/Part Time Degree in Engineering /Technology in Mechanical/Electrical/Electronics/Computer Science Engineering or its equivalent from reputed and Recognized University.

(vii) Desirable Qualification:

Post Graduation/ Doctorate Degree in Engineering/Technology in Mechanical/Electrical/Electronics/Computer Science Engineering.

(viii) Place of Posting:

The Consultant would be engaged as per the work requirements of the SSLV Project, i.e., at Aerospace Division- HAL, ISRO Centres.

4. Terms and Conditions governing the Engagement:

- a. Only Indian Nationals are eligible to apply;
- b. The Job description / responsibilities to be handled by Consultant is enclosed at **(Annexure-A)**. The Consultant engaged will be reporting to the Head of the Division;
- c. The Consultant shall not exercise any statutory, legal or financial power(s);
- d. The Contract Engagement will not confer any right on the Consultant to claim the status of a Permanent Officer on Regular rolls of the Company;
- e. The Consultant will not be entitled for any Allowances or Benefits other than those notified in Provisional Offer of appointment or the Scheme for Engagement of Superannuated Employees on Contract basis at HAL;

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- f. The Consultant will have to abide by the various Company Rules and Regulations governing while carrying out the assigned tasks;
 - g. The Consultant will safeguard the security and confidentiality of all official matters and secrecy of information coming to his /her knowledge;
 - h. The Performance of the Consultant would be reviewed /monitored on a half yearly basis;
 - i. During the term of Consultancy, the Consultant shall not be engaged in any private business or professional activity which would conflict with the interest of the Organization;
 - j. The Competent Authority for settling any dispute arising out of the terms and conditions of the Contract or for interpreting any of the terms & conditions of the Contract or for any uncovered condition(s) shall be the Competent Authority at HAL, whose decision shall be final & binding upon the Consultant;
 - k. The Consultant shall under no circumstances, share data and information with any bilateral agency /multilateral agency or with any person/institution without the specific prior approval of Competent Authority, HAL;
 - l. 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 Engagement process or after joining, without any reference given to the Candidate;
 - m. While applying for the Post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned in the Notification and all 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;
 - n. Screening and short listing the applications for the Personal selection Interview will be based on the details provided by the Candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information;
 - o. Appearance of the Shortlisted Candidates for the Selection Interview 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 fulfill essential eligibility criteria.
 - p. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Personal Selection Interview will be final and binding on candidates;
- Mere meeting the conditions of the Advertisement by the Candidate(s) will not automatically entail them to be called for Selection Interview/Selection/Engagement;

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- h. HAL reserves the right to cancel/restrict/modify the notification/recruitment process and /or the Selection Process there under, without issuing any further notice whatsoever;
- i. Any sort of Canvassing or Influencing of the Officials related to the Selection process would result in immediate disqualification of Candidates;
- j. 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;
- k. The Engagement as Consultant shall be initially for the Contractual duration of one year from the date of Engagement, unless extended;
- l. Necessary information regarding the selection, will be hosted on HAL Website (www.hal-india.co.in) from time to time. All correspondence will be made via email on the email id provided by the Candidates in the Application;
- m. Any further information / Corrigendum / Addendum would be uploaded only in HAL Website (www.hal-india.co.in) ;
- n. Court of jurisdiction for any dispute/cause will be Bangalore.

5. Submission of Application:

Interested Eligible Retired Officers from Central Government Research Organizations may submit their dully filled Application in the enclosed Format (**Annexure-B**), with all the requisite supporting documents and send it to the following address:

To ,

Deputy General Manager (HR)
Hindustan Aeronautics Limited
Aerospace Division
New Thippasandra Post
Post Bag No. : 7502,
Bangalore - 56 0075

6. Applications received after the closing date will be rejected automatically without any intimation to the Applicant. HAL, reserves the right to cancel the advertisement and to not to proceed in the matter for engagement of Consultant, at any stage and accept or reject any or all applications without assigning any reasons whatsoever.

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7. In case of any clarification, Candidates can write to us at (hr.aerospace@hal-india.co.in) and call at 080-22315545/22315625.

8. The Last date for receipt of the Application is 15 days from the date of hosting of Advertisement on HAL Website.

Note for Candidate

- i) It may be noted that the information posted in HAL Website only are considered authentic.
- ii) Candidate should be alert of fake emails, 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.

Job Description / Responsibilities to be handled by the Part - Time Consultant

- i. Guide HAL in realisation of SSLV, Launch of SSLV and other related Production activities.
- ii. Absorption of ToT of SSLV
- iii. Liaising with divisions of HAL, ISRO, NSIL & IN-SPACE
- iv. Participating LSC/NCRB/FRR/MRR (different levels of review system)
- v. Co-ordination of activities at ISRO Centres
- vi. Co-ordination of launch campaign
- vii. Impart training for specific field of design/manufacturing/testing
- viii. SSLV Realisation
- ix. Pre and Post Launch of SSLV
- x. Includes Inter alia activities related to SSLV Project

Further, the Consultant engaged will be reporting to the Head of the Division.

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**Deputy General Manager (HR)
Hindustan Aeronautics Limited
Aerospace Division
Bangalore**



HINDUSTAN AERONAUTICS LIMITED
AEROSPACE DIVISION
BANGALORE COMPLEX, BANGALORE

Affix
 Photo (Latest
 Passport Size Colour
 Photo)

APPLICATION FORMAT FOR ENGAGEMENT OF SUPERANNAUTED EMPLOYEES

AS CONSULTANT/ADVISOR on Part-Time basis at HAL

(Advertisement No. Aerospace/CONSULTANT/2025-02)

1	Name in Full (As in SSLC / SSC Certificate)	
2	Gender: Male/Female	
3	Father's Name	
4	Mother's Name	
5	Marital Status	
6	Nationality	
7	State of Domicile	

8	<p>Education Qualification</p> <p>(i) Graduation & Discipline /Stream</p> <p>(ii) Post Graduation if any</p> <p>(iii) Additional Qualification if any</p>	
9	Total No. of Years Experience Post Qualification (After Engineering Degree) till the date of Superannuation	
10	Date of Birth(DD /MM/ YYYY)	
11	Age (As on closing date of Advertisement)	
12	Date of Superannuation (DD/MM/YYYY)	
13	Designation at the time of Superannuation	
14	Religion (Please tick)	Hindu / Muslim / Christian / Sikh /Neo-Buddist / Zoroastrians / Jain / Others specify
15	Category(Please tick)	SC / ST / OBC / EWS / GEN /PWD

16	Permanent Address 	Address for Communication (All future Communications will be made on this Address only)
17	Phone with STD Code & Mobile Number	
18	E-mail ID (All correspondences to the candidates will be made via e-mail id provided by the candidate in the application format. No other method of communication will be adopted)	
19	Are you a Person with Disability (PWD)	Yes No
20	In case of a Person with Disability (PWD), category of disability(Please tick)	Orthopaedically Handicapped Visually Handicapped Hearing Handicapped
21	Percentage of Disability	

22	Details of Disability Certificate	Certificate No : Date of Issuance: Issuing Authority:
23	Details of the Organization last served with address (i) Name of the Organization (ii) Nature of Organization (Central Govt. Organization/Ministries) (iii) Nature of Work carried out	
	Last Pay and Allowances per month at the time of superannuation (As per last Pay Slip)	Scale of Pay: Basic Pay: Dearness Allowance (DA): HRA: Other Allowances (Specify):

		Gross Salary per month:
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24. Details of Educational Qualification possessed at the time of submission of Application: (From SSLC onwards):

Qualification	Month & Year of Passing	School / Board / Institution	Mode of study (Regular / Part Time/ Correspondence)	Marks Secured		
				Marks Obtained	Max. Marks	% of Marks

(* Add separate sheet if required)

25. Details of Employment (Post Qualification Experience) rendered in Organizations before Superannuation (in Chronological order)

Sl. No.	Name of the Organization	Central Govt/ PSU/State Govt, Private/ Self Employed	Designation	Period		Pay Scale / Gross Pay	Reason for Leaving
				From	To		

(* Add separate sheet if required)

26. Please provide the details of Areas of Specialization /Expertise acquired during Career:

	Areas of Specialization / Expertise	
27.	Have you interviewed by HAL any time earlier? (If yes please give the details of the post for which you have been interviewed and also date and year)	Yes No

28	Are any of your close relatives are working in HAL?, if yes please provide details of Name, Designation and Division etc	Yes No
29	Please provide a Pen Picture details of yourself (about 500 words) Detailed picture of the current position held before Superannuation Pen Picture of professional experience, achievements & significant contribution in the field	

Note * (Can Attach separate sheet, if required)

DECLARATION	
<p>I hereby declare that the above statements including particulars regarding Age, Qualification, and Experience etc. are true & complete to the best of my knowledge and belief. In case of any changes in the information furnished above, the same will be informed forthwith. In the event, the information is found to be false or incorrect, my candidature / engagement may be considered terminated without any notice.</p>	
	Agreed :.....
Place :	
Date :	Signature of Candidate.....

Following documents are to be enclosed by the Applicant :

1. Identify Proof
2. Address Proof
3. Copy of Proof of Educational Qualification (From SSLC to last Qualification acquired)

4. Copy of Proof of Experience Certificates (As per the details provided in the Chronological order)
5. Last Month Salary Slip before superannuation
6. Copy of Service Certificate/Relieving Order issued by the Last Organization Served.
7. 4 Nos Passport Size Photographs
8. Copy of Pension Certificate
