

F.No. 49013/1/2021-D(HAL-III)  
Bharat Sarkar  
Government of India  
Ministry of Defence  
Raksha Utpad Vibhag  
Department of Defence Production

NAME OF THE CPSE	Hindustan Aeronautics Limited (HAL)
NAME OF THE POST	Director (Operations)
DATE OF VACANCY	01/09/2024
SCHEDULE OF THE CPSE	Schedule A
SCALE OF THE POST	Rs. 180000-340000 (IDA)

**1. COMPANY PROFILE**

Hindustan Aeronautics Limited (HAL) was incorporated on 16.08.1963 under the India Companies Act, 1956 and over the years has evolved into a large Aeronautics Complex in South Asia. It is the flagship aerospace company of the country with comprehensive skills set in Design Development, Manufacture, Maintenance and Upgrade of Fighters, Trainers, Helicopters, Transport Aircraft, Engines, Avionic Systems and Accessories. HAL's major suppliers and services are to the Indian Defence Services – IAF, Army, Navy and Coast Guard. The company has also established a foothold in export in more than 20 countries, having demonstrated its quality and price competitiveness,. HAL is a major partner for the space programs of ISRO. It has also diversified into the industrial & Marine Gas Tribune business. The Company has 20 Production Units and 10 R&D centers spread across the country in seven states at nine locations with the Corporate Office located at Bangalore, Karnataka.

It is a listed Schedule - 'A'/Navratna CPSE under the administrative control of Department of Defence Production, Ministry of Defence. HAL became a listed Company in the year 2018, with majority holding of Government of India, which was dis-invested further from time to time. The Company employed 24457 regular employees (Executives: 7550 & Non-Executives: 16907) as on 31.03.2023. The authorized and paid up capital of the Company were Rs. 600 Crores and Rs. 334.39 Crores respectively as on 31.03.2023 with Government of India's Equity shareholding at 71.65%, the rest being held by Institutional investors, Public & others.

**II. JOB DESCRIPTION AND RESPONSIBILITIES**

Director (Operations) is a member of the Board of Directors and reports to the Chairman and Managing Director. He /She is the functional head of Corporate Planning & Projects; Joint Ventures; Offsets; Modernisation; Indigenisation; Business Development & Marketing; Quality Assurance; Customer Services; Management Services and Information Technology; Outsourcing; Risk Management and Flight Testing. As a member of the Board, he/she will be responsible for the following:-

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- (i) He/She will be Head of Production Divisions & ensure the effective and efficient implementation of all the production plans and operations, modernization and expansion plans.
- (ii) Facilitates formulation of Long Term and Annual Plans in his area of operations and its implementation, through evolving suitable strategies, monitoring progress and initiating corrective actions.
- (iii) Ensures upgradation of capabilities in the manufacturing divisions for timely and cost effective completion of the Projects / Contracts.
- (iv) Maintains cordial and effective relationships with important collaborators, vendors, suppliers, project management specialists and relevant Government Departments/ Bodies.
- (v) Assisting the Board in considering the relevant proposals placed before it.
- (vi) Any other responsibility as and when assigned by the Board / chairman & Managing director.

### III ELIGIBILITY

#### 1. AGE: On the Date of Occurrence of Vacancy (DoV)

<b>Age of Superannuation 60 Years</b>			
<b>Internal</b>		<b>Others</b>	
<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
45	2 Years residual service as on the date of vacancy w.r.t. the date of superannuation	45	3 Years residual service as on the date of vacancy w.r.t. the date of superannuation

#### 2. EMPLOYMENT STATUS :

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings :-

- (a) Central Public Sector Enterprises (CPSE) (including a full-time Functional Director in the Board of a CPSE);
- (b) Central Government including the Armed Forces of the Union and All India Services;
- (c) State Public Sector Enterprises (SPSE) where the annual turnover is \* R s . 5000 Crores or more ;

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(d) Private Sector in company where the annual turnover is \*Rs. 5000 Crores or more.

**Preference would be given to candidates from listed Companies.**

(\* The average audited annual turnover of three financial years preceding the calender years in which the post is advertised shall be considered for applying the approved limits.)

**3. QUALIFICATION :**

The applicant should be an Engineering Graduate preferably in Aeronautical/ Mechanical/ Electronics Engineering with good academic record from a recognized University/ Institution.

Applicants holding MBA/ Post Graduate Diploma in Management will have an added advantage.

**4. EXPERIENCE :**

The applicant should have adequate Technical/ Operational Experience at a senior level of Management out of which at least five years during the last ten years should have been Aeronautical industry.

Experience in the field of Manufacture, Overhaul, Maintenance & Repair of Aircraft, Helicopters, Aero-Engines, Accessories and Avionics is desirable.

Experience in Defence industry will have an added advantage.

**5. PAY SCALE :**

**(a) Central Public Sector Enterprises :**

Eligible Scale of Pay

- (i) Rs. 7250 - 8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500 -11500 (IDA) Post 01/01/1992
- (iii) Rs. 20500 - 26500 (IDA) Post 01/01/1997
- (iv) Rs. 51300 - 73000 (IDA) Post 01/01/2007
- (v) Rs. 120000 - 280000 (IDA) Post 01/01/2017
- (vi) Rs. 18400 - 22400 (CDA) Pre-revised post 01/01/1996
- (vii) Rs. 37400 - 67000 + GP 10000 (CDA) Post 01/01/2006
- (viii) Rs. 144200 - 218200 (Level 14) (CDA) Post 01/01/2016

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.



**(b)**

(i) **Applicant from Central Government/All India Services** should be holding a post of the level of Joint Secretary in Government of India or carrying equivalent scale of pay on the date of application.

(ii) **Applicants from the Armed Forces of the Union** should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

**(c)**

**Applicants from State Public Sector Enterprises/Private Sector** should be working at Board level position or at least of a post of the level immediately below the Board level on the date of application.

**6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS**

Central Government Officers, including those of the Armed Forces of the Union and the All India Services, will be eligible for consideration only on immediate absorption basis.

**IV. DURATION OF APPOINTMENT**

The appointment shall be for a period of 05 years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

**V SUBMISSION OF APPLICATIONS**

Applicants should submit their applications on-line only as per the format.

1. The applicants should submit their applications through proper channel as follows :

(a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling Authority;

(b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(c) Below Board level in CPSE: through the concerned CPSE;

(d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government.

(e) Below Board level in SPSE: through the concerned SPSE;

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(f) Private Sector : directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form ;

(a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised **(please provide URL or attach/enclosed copies)**;

(b) Whether the company is listed or not; if yes, the documentary proof **(please provide URL or attach/enclosed copies)**;

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications;

(e) Relevant jobs handled in the past with details.

## **VI UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the applications would be rejected.

### **1. For candidate from Central Government/Armed Forces of the Union/All India Services**

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

### **2. For candidate s from CPSE**

(a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

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(b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

### **3. For Candidate from SPSE/Private Sector**

(a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE.

(b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

## **VII. THE APPLICANTS CAN EITHER**

a) Duly-filled-up application form against this Job Description can be sent either through e-mail (r.kumar94@ddpmod.gov.in) or by post, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to DDP/MoD is 30 days from the issue of the advertisement. Further it is clarified that the Nodal Officer of CPSE/Ministry/Departments to be given 9 days time for verification and applicant to be given upto 21 days from the date of advertisement and all applications be forwarded to DDP/MoD within 30 days from the date of advertisement. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and application received after the stipulated time/date shall be REJECTED.

**Search-cum-Selection-Committee reserves the right to shortlist applicant for interview.**

Applications are to be addressed to :

**Piyush Kumar,  
Under Secretary,  
Government of India,  
Ministry of Defence,  
Deptt. Of Defence Production  
R.No. 209, 'B' Wing, Sena Bhawan  
New Delhi - 110 001**

**APPLICATION FORMAT**

**APPLICATION FORM FOR CANDIDATES FROM CENTRAL PUBLIC SECTOR ENTERPRISES (CPSEs)/CENTRAL GOVERNMENT (INCLUDING ARMED FORCES OF THE UNION/ALL INDIA SERVICES)/STATE PUBLIC SECTOR ENTERPRISES (SPSEs)/PRIVATE SECTOR**


(Through Proper Channel, except candidates from the Private Sector)

Please refer to the Job Description for the post of Director (Operations), Hindustan Aeronautics Limited and the Guidelines for processing cases of Board level appointment in Hindustan Aeronautics Ltd. at DDP website (<https://www.ddpmod.gov.in>)

1. Name of the post applied for :
2. (a) Applicant's Name (as per official records) :  
(b) Designation of the Applicant (in full) :  
(c) Name of the company :  
(d) Employee Id :  
(e) Father Name :  
(f) Category as per Employment Status :  
(g) Office Address :  
(h) Office Address :
3. Telephone No. Office :  
Residence :  
Mobile No. :  
Official E-Mail :  
E-Mail Address :
4. Date of Birth (DD/MM/YYYY) :  
Age as on date of vacancy :
5. (i) Educational/Professional Qualifications :
6. (a) Do you hold lien in any organisation other than where currently working? [ No ]  
(b) Are you on deputation? [ No ]
7. (a) Whether any penalty/punishment was awarded to the applicant during the last 10 years. [ No ]  
(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his/her knowledge goes? [ No ]

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief. In addition. I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)





## UNDERTAKING

I hereby undertake to join the post. If selected, I understand that :

- (a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which I belong.
  
- (b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which I belong.

(Name & Signature of the Applicant)

Date:





Verification

(To be filled in by the designated officer for CPSE/Central Government/Armed Forces of the Union/All India Services/SPSE)

It is certified that the particulars furnished above have been scrutinized and found to be correct as per official records.

(Signature & Designation of the  
competent forwarding authority  
with Telephone No. & e-mail )

