

**File no. 49013/03/2021-D (HAL-III)**

**Bharat Sarkar  
Government of India  
Raksha Mantralaya  
Ministry of Defence  
Raksha Utpad Vibhag  
Department of Defence Production  
\*\*\*\***

NAME OF THE CPSE	Hindustan Aeronautics Limited (HAL)
NAME OF THE POST	Chairman & Managing Director
DATE OF VACANCY	01/08/2022
DATE OF ADVERTISEMENT	From the date of publication
SCHEDULE OF THE CPSE	Schedule A
SCALE OF THE POST	Rs. 200000-370000 (IDA)

#### **I. 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 supplies 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.

*Rohit*

## II. JOB DESCRIPTION AND RESPONSIBILITIES

The Chairman and Managing Director is the Chief Executive of the Corporation and accountable to its Board of Directors and Government/ Shareholders. He/She is responsible for the efficient functioning of the Corporation, and for achieving its corporate objectives and performance parameters, promoting indigenisation under Atma Nirbhar scheme of the Government. CMD is required to liaise and keep contacts with important customers and various Central Government Authorities, particularly the Department of Defence Production, Ministry of Defence and Defence Research & Development Organization. CMD is also required to maintain close liaison with appropriate levels in the three Service Headquarters to develop further business in Aerospace. Besides this, CMD, HAL has to liaise with the appropriate State Government Authorities, Heads of other Public Sector Undertakings, Customers and Collaborators, Commercial & Financial Institutions and other important organizations associated with the activities of the company. Responsibility of the CMD, HAL will be:

- To chair the meetings of the Board of Directors of HAL.
- Regular interactions with the Board of Directors and all other stakeholders.
- To plan, direct, co-ordinate and control the activities of the company.
- To provide leadership and guidance with a view to accomplishing the objectives of the Company and its performance against planned targets.
- Indigenization, import substitution, increasing exports, increasing defence production, modernization and emphasis on R & D.

## III. ELIGIBILITY

1. **AGE** : On the date of issuing of advertisement (DOA)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years residual service as on the date of advertisement w.r.t. the date of superannuation.	45	3 years residual service as on the date of advertisement 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 Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);

Robit

- b) Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;
- c) State Public Sector Enterprise (SPSE) where the annual turnover is \*Rs 5,000 crore or more;
- d) Private Sector (listed company) where the annual turnover is \*Rs 5,000 crore or more.

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

### 3. QUALIFICATION:

The applicant must be an Engineering Graduate/Chartered Accountant/Cost Accountant/ Graduate with MBA/PGDIM from a recognized university / Institution with good academic record.

Applicant with MBA qualifications will be desirable.

### 4. EXPERIENCE:

The applicants should have 5 year's experience/ exposure at a senior level of management in Aeronautics / Defence / Space in manufacturing sector.

### 5. PAY SCALE:

- (a) **Central Public Sector Enterprises- Eligible Scale of Pay**
  - (i) Rs. 8250-9250 (IDA) Pre 01/01/1992
  - (ii) Rs. 11500-13500 (IDA) Post 01/01/1992
  - (iii) Rs. 23750-28550 (IDA) Post 01/01/1997
  - (iv) Rs. 62000-80000 (IDA) Post 01/01/2007
  - (v) Rs. 150000-300000 (IDA) Post 01/01/2017
  - (vi) Rs. 22400-24500 (CDA) Pre-revised
  - (vii) Rs. 67000-79000 (CDA) Post 01/01/2006
  - (viii) Rs. 182200-224100 (Level 15) CDA

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 advertisement.

Rohit

- (b) (i) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc. should be holding a post of the level of Additional Secretary in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.
- (ii) Applicants from Public Sector Bank/ Financial Institutions should be holding a Board level for one year on the date of application.
- (iii) Applicants from the Armed forces of the Union should be holding a post of the level of Lt. 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 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 and officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

#### **IV. DURATION OF APPOINTMENT**

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

#### **V. SUBMISSION OF APPLICATIONS**

1. Applicants should submit their applications only as per the format through e-mail ([r.kumar94@ddpmod.gov.in](mailto:r.kumar94@ddpmod.gov.in)) or by post:

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

- (a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority;
- (b) Officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc. through their Administrative Ministry/ Department of the Govt. of India;

Robit

- (c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;
- (d) Below Board level in CPSE: through the concerned CPSE;
- (e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;
- (e) Private Sector: directly to the DDP/ MoD

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 three financial years preceding the calendar year in which the post is advertised **(please provide URL or attach/enclose copies)**;
- (b) Whether the company is listed or not; if yes, the documentary proof **(please provide URL or attach/enclose copies)**;
- (c) Evidence of working at 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 application would be rejected.

1. **For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc.:**

- (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 two years from the date of interview, for being considered for a Board level post in any CPSE.

Rohit

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of 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 candidates form Central Public Sector Enterprises (CPSE)**

(a) If candidate conveys his/her unwillingness to join after the interview is held, he/she 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 the candidate belongs.

(b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of 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 candidates from State Public Sector Enterprises (SPSE)/ Private Sector**

(a) If candidate conveys his/her unwillingness to join after the interview is held, he/she 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.

(b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of 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**

Duly filled-up Application Form against this Job Description can be sent either through e-mail ([r.kumar94@ddpmod.gov.in](mailto: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.

Robit

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**

ALL CORRESPONDANCE WITH THE DEPARTMENT OF DEFENCE PRODUCTION,  
MINISTRY OF DEFENCE SHOULD BE ADDRESSED TO SECRETARY, DEPARTMENT OF  
DEFENCE PRODUCTION ONLY.

Rohit

**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 Chairman and Managing Director 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 advertisement :
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)

Robit



## 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:

Rohit

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 )

Robit