

HINDUSTAN AERONAUTICS LIMITED (HAL)

SELECTION OF DESIGN TRAINEES / MANAGEMENT TRAINEES - 2026
Advt No.: HAL/CHRC-TM/RECT-02/2026 dated 29.07.2026

1. ABOUT HAL

Hindustan Aeronautics Limited (HAL) is a Maharatna Public Sector Undertaking and a premier Aeronautics Complex in South Asia under the Ministry of Defence, Government of India. Over the last eight decades, HAL has been at the forefront of the nation's aerospace journey through design, development, manufacture, maintenance, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems.

HAL has 20 Production Divisions, 10 R&D; Centres and 1 Facilities Management Division spread across 7 States and 10 locations. Major customers include Indian Air Force, Army, Navy, Coast Guard and ISRO.

HAL is looking for young, energetic and result-oriented Graduate Engineers for engagement as Design Trainees (DTs) and Management Trainees (MTs). Postings across Bengaluru, Tumakuru, Hyderabad, Nasik, Koraput, Barrackpore, Lucknow, Kanpur and Korwa.

2. NUMBER OF VACANCIES & RESERVATION

2.1 Design Trainee - 60 Posts

Discipline	SC	ST	OBC(NCL)	EWS	UR	Total
Aeronautical	1	-	1	-	2	4
Electrical	1	1	3	1	1	7
Electronics	3	3	5	2	7	20
Instrumentation	1	-	1	-	1	3
Mechanical	2	2	6	3	9	22
Computer Science	-	-	1	-	2	3
Metallurgy	-	-	-	-	1	1
Total	8	6	17	6	23	60

Management Trainee - 60 Posts

Discipline	SC	ST	OBC(NCL)	EWS	UR	Total
Electrical	1	1	2	1	6	11
Electronics	2	1	4	1	4	12
Mechanical	5	4	8	3	7	27
Computer Science	1	-	-	-	-	1
Metallurgy	-	-	1	-	1	2
Production	1	1	1	1	1	5

Civil	-	-	1	-	1	2
Total	10	7	17	6	20	60

Note: SC= Scheduled Caste, ST= Scheduled Tribe, OBC(NCL)= Other Backward Classes (Non-Creamy Layer), EWS= Economically Weaker Sections, UR= Unreserved. Above vacancies are inclusive of backlog vacancies (SC-2, ST-5, OBC-NCL-5).

OBC (NCL) candidates must not belong to Creamy Layer, name must appear in Central list of OBCs, and certificate not older than 6 months as on 14.08.2026 is required at interview. EWS reservation as per Govt. directives.

PwBDs with not less than 40% disability are eligible. Must submit Disability Certificate in prescribed format.

3. QUALIFICATION REQUIREMENT

3.1 Educational Qualification: Bachelor's Degree in Engineering / Technology or its equivalent in Regular / Full Time mode under 10+2+4 pattern (10+3+3 for lateral entry) from recognized Universities.

Design Trainee Eligible Branches:

Aeronautical	Aerospace, Aeronautical
Electrical	Electrical, Electrical & Electronics, Electrical & Instrumentation, Electrical, Instrumentation & Control, Electrical & Instrumentation
Electronics	Electronics, Electronics & Communication, Electronics & Telecommunication, Electronics Engg. (VLSI Design & Embedded Systems)
Instrumentation	Instrumentation & Control, Instrumentation & Electronics, Applied Electronics & Instrumentation, Electronics & Instrumentation
Mechanical	Mechanical, Mechanical & Industrial Engg., Mechanical & Production Engg., Mechatronics, Mechanical & Automation
Computer Science	Computer Science, Computer Engg., CS & IT, IT, Information Science & Technology, Computer Systems, Informatics
Metallurgy	Metallurgy, Materials & Metallurgy, Metallurgy & Materials Engg., Metallurgy & Materials Technology, Metallurgy & Materials Science

Management Trainee Eligible Branches: Same as above for Electrical, Electronics, Mechanical, Computer Science, Metallurgy. Additional:

Production: Industrial Production, Production Engg., Industrial Engg. & Production, Mechanical Production & Industrial, Production Engg. & Management, Industrial Engg., Manufacturing Engg., Production & Industrial, Industrial Engg. & Management, Manufacturing Science & Engg., Manufacturing Process & Automation, Mechanical Stream-Production, Industrial Engg. & Operations Research

Civil: Civil Engg.

3.2 Aggregate Percentage: UR/OBC-NCL/EWS - 70%, SC/ST/PwBD - 60% in aggregate of all semesters/years. No rounding off. No weightage to any particular semester.

3.3 Final Year Eligible: Candidates currently in final year/semester may apply, provided they have secured prescribed % till last semester at time of applying and will obtain final degree % before interview (Sept 2026).

3.4-3.7: Diploma + Degree candidates to enter Degree marks. 5-year Integrated Degree eligible. CGPA holders to submit Conversion Certificate. Only Full Time / Regular courses considered. Technical courses from Professional Bodies de-recognized w.e.f 01.06.2013 - only those enrolled up to 31.05.2013 eligible.

4. AGE CRITERIA & RELAXATIONS

Category	Upper Age Limit as on 14.08.2026	Relaxation
UR & EWS	28 years	-

OBC (NCL)	28 years + 3 years	31 years max
SC / ST	28 years + 5 years	33 years max
PwBD - UR/EWS	28 + 10 years	38 years
PwBD - OBC	28 + 13 years	41 years
PwBD - SC/ST	28 + 15 years	43 years

Caste certificate must appear in Central List with exact spelling and date of issue. OBC-NCL certificate not older than 6 months. Ex-Servicemen, J&K; domicile etc. as per Govt. norms.

5. SELECTION PROCESS

Selection through **Online Test (160 marks) + Interview (15 marks) + Document Verification**. Online Test consists of General Awareness (20 Qs), English & Reasoning (40 Qs), Discipline (100 Qs) - total 160 Qs, 2.5 hours, no negative marking. Interview weightage 15 marks. Minimum qualifying: UR/EWS/OBC - 60% in test (overall), SC/ST/PwBD - 50%. Final merit: 85% test + 15% interview.

Test Centres: Bengaluru, Delhi, Mumbai, Kolkata, Chennai, Hyderabad etc. (tentative).

6. EMOLUMENTS & TRAINING

During training: Stipend as per Company Rules. After successful completion (1 year): Absorption as Engineer (Grade-II) in Scale Rs. 40,000 - 1,40,000. CTC approx Rs. 10-11 LPA. Bond of Rs. 5 Lakhs for 5 years.

7. APPLICATION FEE

UR/EWS/OBC(NCL): Rs. 500/- (Non-refundable). SC/ST/PwBD exempted. Payment through Online mode only.

8. HOW TO APPLY

1. Visit www.hal-india.co.in > Careers
2. Register and fill online form from 29.07.2026 to 14.08.2026 (1400 hrs)
3. Upload Photo, Signature, Certificates
4. Pay fee and submit
5. Keep printout of application.

9. TENTATIVE SCHEDULE

Activity	Date
Release of Advertisement & Online Application	29-07-2026 (Wednesday)
Last Date for receipt of Applications	14-08-2026 (1400 hrs)
Downloading of Admit Cards	20-08-2026
Online Test	05-09-2026 & 06-09-2026 (as applicable)
Declaration of Online Test results	10-09-2026
Downloading of Interview Call Letters	12-09-2026
Interviews at Bengaluru	21-09-2026 to 25-09-2026

Release of list of provisionally selected	30-09-2026
Issuance of Provisional Offer	06-10-2026
Pre-employment Medical Examination	09-10-2026 to 15-10-2026
Document verification at Bengaluru	26-10-2026 to 28-10-2026
Commencement of Induction training	29-10-2026 (Thursday)

10. GENERAL CONDITIONS

1. Only Indian Nationals eligible.
2. Apply for post best suited. Submission for more than One Post will lead to rejection and fee forfeited. DT for R&D; Centres, MT for Production/Overhaul/Service Divisions.
3. Part Time / Correspondence / E-learning / Distance Education not eligible.
4. Wherever CGPA/grade awarded, mention equivalent % and submit Conversion Certificate at interview.
5. Govt./PSU employees should produce NOC at Interview, failing which not allowed and no TA.
6. Category (SC/ST/OBC-NCL/PwBD/EWS/UR) once filled cannot be changed. Caste/Income & Asset/Disability Certificate in Central Govt. format at interview (tentatively Sept 2026 at Bengaluru).
7. Appointment subject to verification of certificates and character antecedents.
8. Internal HAL candidates to apply online and refer internal circular dated 29.07.2026.
9. Mere submission does not entail right to selection. HAL decision final.
10. Read Detailed Advertisement and FAQs carefully.
11. No separate communication for non-selection.
12. HAL reserves right to cancel/restrict/increase/modify vacancies without notice.
13. If information found false/incomplete, candidature/appointment revoked.
14. Induction training tentatively end of Oct 2026 at Bengaluru.
15. Canvassing/influencing officials will lead to disqualification.
16. HAL decision in all matters final. Court jurisdiction Bengaluru. English version prevails.
17. For queries not covered in FAQs, write to halmtdt2026@gmail.com
18. Recruitment info only on www.hal-india.co.in - do not rely on other websites/social media.
19. Corrigendum/Addendum only on HAL Website.

Hindustan Aeronautics Limited
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