

**LATERAL SELECTION OF OFFICERS IN THE EXECUTIVE CADRE****(Advt No. HAL/HR/36(98)/2023/03)**

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, under Ministry of Defence, Govt. of India is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions, 10 co-located R&D Centres and 1 Facility Management Division, spread across the Country. HAL's spectrum of expertise encompasses hi-tech programmes involving a number of state-of-the-art technology, design development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

HAL invites applications from energetic & result oriented Professionals for the following posts:

**A) DETAILS OF POSTS:**

Sl. No.	Name of the Post	Grade	No. of Posts
a	Senior Manager (Cyber Security) (Job Description & Application Format attached)	V	01 [UR ]
b	Manager (Cyber Security) (Job Description & Application Format attached)	IV	01 [OBC-NCL ]

UR- Unreserved; OBC-NCL-Other Backward Classes (Non Creamy Layer).

Persons with Benchmark Disabilities (PwBDs) suffering from not less than 40% of the relevant Disability shall be eligible for the benefit of reservation. Candidates who want to avail the benefit of reservation under PwBD Category are required to submit a Disability Certificate issued by the Competent Authority, in the prescribed format at the time of Interview. The types of Disability considered for the post of Senior Manager (Cyber Security) & Manager (Cyber Security) is as indicated below:

- i) Hearing Impairment - Hard of Hearing (HoH);
- ii) Locomotor Disability- One Leg (OL); One Arm(OA); Both Legs affected by not Arms (BL); One Arm & One Leg affected (OAL); Spinal Deformity / Spinal Injury with associated neurological / limb dysfunction of respective locomotor disability (SDD/SID); Spinal Deformity / Spinal Injury without any associated neurological / limb dysfunction (SD/SI)
- iii) Leprosy Cured (LC); Acid Attack Victim (AAV); Dwarfism (DW).

Note: PwBD candidates applying to the above posts are required to mandatorily indicate the type of disability in the Offline Application Form.

## B) QUALIFICATION:

### a) Senior Manager (Cyber Security) (Grade-V) & Manager (Cyber Security) (Grade-IV):

- Should possess Minimum educational qualification of Degree in Engineering / Technology or its equivalent in the disciplines of Computer Science / Electronics **AND** Post Graduate Diploma / Degree in Cyber Security (Minimum 01 year duration) from recognized University. The eligible branches of Engineering for Degree in Engineering / Technology or its equivalent in the eligible branches of Engineering are specified below:

Discipline	Eligible branches of Engineering
Computer Science	Computer Science / Computer Engg / Computer Science & IT / Information Technology/ Information Science & Technology /Computer Systems / Information Systems /Information Science / Software Engg. / Computer Technology / Computer Science & Engg.
Electronics	Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics /Applied Electronics & Instrumentation /Electronics & Instrumentation / Electronics & Telecommunication

**Note :** The Qualification indicated above would mean Qualifications acquired through Regular/ Full Time Courses from Institutes / Universities recognized by appropriate Statutory Bodies. Candidates possessing qualifications acquired through Correspondence / Distance Education / Part Time / E-learning will not be equated with Regular/ Full Time Courses and are not eligible to apply.

### → Desired Qualification:

- Certification Courses in any of the following:
  - Certified ethical Hacker from EC- Council;
  - Certified Information System Security Professional (CISSP) from (ISC)2;
  - Certified Information Security Management (CISM) from ISACA;
  - ISO 27001 from approved Certifying body;
  - SOC Security Technology (such as SIEM, UEBA etc.) Certification from OEM;
  - Any other equivalent cyber security certification.

## C) POST PROFESSIONAL QUALIFICATION EXPERIENCE (PPQE) – EXECUTIVE EXPERIENCE

Name of the Post	Grade	No. of years of Executive PPQE	Executive Experience required to be possessed in next below Grade or in equivalent post* (completed years) as on <u>04.07.2023</u>
Senior Manager (Cyber Security)	V	09	02
Manager (Cyber Security)	IV	06	02

\* Applicable to candidates working in Central / State Government departments / Public Sector Enterprises / Quasi- Government / Autonomous Bodies/ Armed Forces/ Para – Military Forces etc.

→ PPQE will be calculated from the date of acquiring the requisite Professional Qualification. Experience prior to acquiring the requisite Professional Qualification will not be reckoned for calculation of PPQE. Candidates need to possess PPQE in the relevant area/field.

→ Any Full Time additional degree acquired during the period of experience post acquiring Professional Qualification, will not be reckoned as experience and the duration of course will be deducted from the total PPQE possessed.

#### D) PAY SCALES & REMUNERATION:

Grade	Pay Scales (2017 Scales)#
V	Rs.70,000 - 2,00,000
IV	Rs.60,000 - 1,80,000

# Annual Increment is presently 3% of running Basic Pay.

On selection, candidates will be appointed in the Scale of Pay as indicated above. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances, Company Accommodation / House Rent Allowance, Performance related Pay (PRP), Membership of Provident Fund, Gratuity etc., as per the prevailing Company Rules. Perquisites and Allowances are presently paid @ 35% of the running Basic Pay under the Cafeteria System.

#### E) AGE LIMIT & RELAXATION:

Posts /Grade	Age Limit as on 04.07.2023	
	UR	OBC(NCL)
Senior Manager (Cyber Security), Grade-V/ Manager (Cyber Security), Grade- IV	45	48

→ SC/ ST/ EWS candidates will be considered on par with UR criteria.

→ In respect of Posts identified as suitable for Persons with Benchmark Disabilities (PwBDs), Upper Age Limit is relaxable by 10 years, which will be over and above the age limit prescribed above;

→ Upper age limit is relaxable by 5 years in respect of the Candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01.01.1980 to 31.12.1989;

→ Relaxation in Age limit in respect of Ex-Servicemen & Serving Officers will be extended as per rules;

→ Relaxation / Reservation / Concession as applicable to SC/ ST / OBC-NCL / PwBD / XSM candidates will be extended only on submission of a self attested copy of valid caste / disability certificate / discharge certificate as proof of his / her claim.

- Upper Age limit with all relaxations shall not exceed 55 years (56 years in case of PwBD Candidates).

#### **F) APPLICATION FEE:**

- Rs.500/- (Rupees Five Hundred only) is to be paid as Application Fee (inclusive of GST of 18%). Candidates belonging to SC/ST/PwBD are exempted from the payment of Application Fee;
- Application Fee is to be deposited in the "Hindustan Aeronautics Limited – Recruitment Account" in State Bank of India bearing Account Number **41496209808 (IFSC Code SBIN0009077)** at any of the Core Banking Branches of State Bank of India in the prescribed Challan and a Journal Number is to be obtained. HAL will not be responsible in case a Candidate deposits the Application Fee in a wrong Account. **No other form of payment is accepted;**
- Candidates are required to provide requisite details of the Application Fee paid in the Application Form;
- Application Fee can be deposited till the last date for receipt of Application;
- Application Fee once deposited into the Company's Account will not be refunded under any circumstance, even if the candidate is unable to forward the Application; or being ineligible at the time of applying or rejection of Application; or due to postal delay/loss. Therefore, before depositing the Application Fee, candidates should ensure that they meet all the eligibility criteria;
- **Candidates should forward the original Counterfoil of the Challan (HAL copy) along with the Application Form. Photo copy of the Challan will not be accepted.**
- The candidate should retain the original Counterfoil of the Challan (Candidate's copy) for future reference.

#### **G) HOW TO APPLY?**

- Eligible and interested candidates meeting the advertised criteria are required to print the Application Form and the Challan Format attached along with this detailed Advertisement;
- Candidates meeting the prescribed specifications may submit their Applications in **A-4 size paper**, strictly in the prescribed Format, along with a self-attested recent Passport Size Photograph. Applications have to be sent only through Ordinary Post / Speed Post /Registered Post / Courier. Applications received through other modes viz. Fax/ E-mail etc. will not be accepted;
- No Application will be received in person. Applications received after the due date will not be considered. **The last date for receipt of Applications is 04.07.2023.**
- The **original Counterfoil of Challan (HAL Copy)** for having paid the Application Fee (wherever applicable) should be enclosed to the Application Form. The candidate should retain original counterfoil of the Challan (Candidate's copy) for future reference;

- Eligible candidates may forward their duly filled in Application in the prescribed Format to the following address:

**Chief Manager (HR),  
Recruitment Section  
Hindustan Aeronautics Limited  
Corporate Office  
15/1 Cubbon Road,  
Bangalore – 560 001**

- Candidates are requested to superscribe the Envelope with the name of the post they are applying to;
- No documents / Certificates/ testimonials are required to be attached along with Application Form; However, it may be noted that all the candidates who are called for Interview at a later stage will have to mandatorily produce Certificates in original in respect of all the particulars submitted in the Application Form and Document Verification;
- Candidates are required to apply against only one post in response to this advertisement. Application once submitted cannot be altered under any circumstances;
- Candidates are required to possess a valid Mobile number and Email Id, which is to be entered in the application, so that intimation regarding further stages of selection like Selection Interview, etc. will be sent on the same Email ID. HAL will not be responsible for bouncing of Email messages sent to the Candidates;
- Request for change in Date of Birth, Mailing Address, Category etc., once declared in the application form will not be entertained;
- If the information furnished by the Candidate/s at any stage of Recruitment is found to be false or incomplete or is not found to be in conformity with the eligibility criteria mentioned in the Advertisement, the candidature will be considered as revoked / terminated without any reference given to the Candidate.

#### **H) GENERAL CONDITIONS:**

- Only Indian Nationals are eligible to apply;
- Mere Submission of Application will not entail right for claiming appointment / getting shortlisted for further stages of recruitment process;
- HAL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto. The number of vacancies can be modified as per requirements and discretion of the Management;
- Selection Procedure: **Candidates applying for the aforesaid posts are required to meet the stipulated criteria w.r.t Qualification and the Post Professional Qualification Experience (Executive experience).** Eligible candidates short-listed based on the initial screening, relevance of experience and other credentials possessed **only** will be called for personal interview. Date, Time and Venue of the Interview will be intimated to the short-listed/eligible candidates via E-mail / HAL Website.

Candidates will be shortlisted and called for Interview in the ratio of 1:10 (Maximum) as per the Rules of the Company. The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules of the Company, uploaded on the HAL Website;

- Merely meeting the qualification and/or Executive PPQE requirements as indicated in the advertisement will not entail right for shortlisting of the application for the interview;
- Age and Post Professional Qualification Experience will be reckoned as on **04.07.2023**;
- Candidates employed in Central / State Government Departments / Public Sector Enterprises/ Armed Forces/ Para – Military Forces, etc. (including candidates engaged on Contract basis in Central / State Govt. Departments / PSUs/ Armed Forces/ Para – Military Forces, etc.) should produce **NOC (No Objection Certificate)** at the time of the Interview / Document Verification from their Employer, failing which they will not be permitted to appear for the Interview/Document Verification and will not be eligible for payment of Travelling Allowance;
- Candidates belonging to SC/ST/OBC(NCL)/EWS/PwBD (40% or more) categories are required to submit copies of Caste Certificate/ Income & Asset Certificate/ Disability Certificate in the prescribed format at the time of Interview/ Document Verification;
- For getting reservation benefits under the OBC(NCL) category, the following are required to be adhered to:
  - The candidate must belong to Non – Creamy layer;
  - The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes';
  - The candidate must furnish an OBC(NCL) certificate as per the format prescribed by the Govt. of India (not older than six months as on **04.07.2023** from the Competent Authority, at the time of Interview.
- Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No. 36039/1/2019-Estt(Res) dated 31.1.19 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India;
- These vacancies are identified to be filled up by external candidates only, through Direct Recruitment. Therefore, applications of internal candidates, if any, will not be considered;
- Candidates provisionally selected by HAL will have to undergo pre-employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards 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 Pre-Employment Medical Standards prescribed by HAL are uploaded with this advertisement. In respect of Persons with

Benchmark Disability, 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 Exchange for Physically Handicapped. PwBD Candidates will be subjected to pre-employment medical examination with regard other Medical Parameters as per the Medical Standards of the Company;

- Appointment of selected candidates is subject to verification of Caste, PwBD Certificate, Income & Asset Certificate issued by Competent Authority in the format prescribed by Gol (for EWS Candidates) Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- Applicants having work experience in Private Sector Organizations are required to submit an experience certificate in the letter head of the Company at the Time of Interview. The letter head of the Company should have details of the Company;
- If the information furnished by the candidate is found to be false or incomplete or is not found to be in conformity with the eligibility criteria mentioned in the advertisement, the candidature / appointment will be considered as revoked / terminated at any stage of the recruitment process or after recruitment or joining, without any reference given to the candidate;
- **Not providing Pen Picture details as indicated in the Application Form will lead to disqualification of the candidate; Candidate may please note that pen picture details will be scrutinized at a subsequent stage of selection to assess the nature and relevance of experience of shortlisted candidates;**
- Any correspondences to the candidate will be made to the mobile number / on the e-mail id provided by the candidate in the Application. No other mode of communication will be adopted;
- Any sort of canvassing or influencing the Officials related to recruitment / selection process would result in immediate disqualification of the candidate;
- Selected candidates can be posted to any Division / R&D Centre / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of Service;
- Court of jurisdiction for any dispute / cause will be at Bangalore;
- **Any corrigendum/Addendum, if any, will be hosted/ published on HAL Website only.** Candidates are requested to visit the website regularly for updates;
- HAL reserves the right to cancel the Recruitment process entirely at any stage;
- In case of multiple applications for the same post, only the last valid (completed) application will be retained and the application fee paid for the other Registration will stand forfeited;
- In case any particular query is not covered above, the candidates can write to HAL at: [recruitment@hal-india.co.in](mailto:recruitment@hal-india.co.in). No other mode of communication will be entertained;
- All further announcements/details pertaining to this selection will only be published/ provided on HAL authorized website [www.hal-india.co.in](http://www.hal-india.co.in).

**IMPORTANT : Candidates should cross check all the details filled in the Application, before finally submitting the same, as no changes/corrections will be possible on submission.**

## **JOB DESCRIPTION**

### **Position : Manager (Cyber Security) - Grade-IV & Senior Manager (Cyber Security) - Grade-V**

#### **The Job & Responsibilities:**

- The candidates should be able to conduct threat and risk analysis of existing security architecture and implement solutions to meet business needs;
- Reporting the security analysis and findings;
- Maintaining the regulatory systems about ISMS (Information System Management Systems) policy;
- Investigations of Security breach alert;
- Implementation of SOC for Network Security;
- Status reports as per designated policies;
- Monitoring of web security gateways, perimeter security, network access controls, endpoint security, SOC Analysis reports etc;
- Coordinating with CISO and other Networking Teams, Understanding of Secure DNS and Network Monitoring and Management Tools;
- Designing security training materials, organizing training sessions, providing technical support, and communicating security policies and procedures.

#### **Desired Skill Sets :**

- In-depth technical understanding and hands-on experience in analysing logs, network data and other attack artifacts in support of incident investigations.
- Experience with vulnerability scanning, assessment solutions.
- Understanding and implementation knowledge of ISMS (Information System Management System) policy
- Investigations of Security breach alert.
- Shall be aware of various Cyber Security Implementation to protect IT infrastructure
- Defining the security framework for the Organization
- Drafting of various IT Security Policies and processes.
- Good verbal and written (English) communication skills.

#### **Location:**

- Bangalore