



Track record of more than 1 million hours of flying and logged more than 25 lakhs of landings. Largest helicopter service provider having a fleet mix of more than 50 helicopters varying from 5-26 seaters.

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Career



PAWAN HANS LIMITED

(A Govt. of India Enterprise)

Pawan Hans Limited is a premier Central Public Sector Enterprise and India's largest Helicopter Company under the administrative control of Ministry of Civil Aviation, Government of India.

The Company requires result oriented and dynamic professionals on contract basis as under:-

**For More Informations,
Please Contact**

Sh. H.S. Kashyap
Joint General Manager (HR)
Phone: 0120-2476733
Fax: 0120-2476978
E-Mail:

[hs\[kashyap\[at\]pawanhans\[dot\]co](mailto:hs[kashyap@pawanhans])

Sl. No.	Name of the Post
1.	Associate Helicopter Pilot / Helicopter Pilot
2.	Associate Manager (HR & Administration)
3.	Associate Manager (Finance & Accounts)

4.	Associate Manager (Materials)
5.	Chief of Flight Safety
6.	Dy. Chief of Flight Safety
7.	Chief Aviation Security Officer

ASSOCIATE HELICOPTER PILOTS / HELICOPTER PILOTS - ON CONTRACT BASIS

Helicopter Pilots holding CHPL / ATPL (H) with endorsement on Dauphin-N, Dauphin-N3, Mi-172, AS-350B3, Bell-206, Bell-407 & ALH Dhruv helicopters. Preference will be given to Examiners & Instructors.

Desirous qualified / licensed SPO Qualified Indian / Expat Pilots holding current & valid license with endorsement on AS-350B3, Bell-206 & Bell-407 helicopters may also apply.

Desirous qualified / licensed Indian / Expat Pilots holding current & valid license with endorsement on Sikorsky S-76D & S-76C++ helicopters may also apply.

The appointment of Expat pilots will, however, be subject to approval of Competent Authority as per the Government of India / DGCA Rules.

ASSOCIATE HELICOPTER PILOTS:

Post	Associate Helicopter Pilot - on contract basis
Tenure of Contract	On short term / long term contract basis upto 3 years extendable further on need of the organization
QRs at time of induction	Helicopter Pilots holding CHPL / ATPL (H) with endorsement on PHL type of helicopter (Dauphin-N, Dauphine-N3, Mi-172, AS-350B3, Bell-407, Bell-206L4 & ALH Dhruv) and cleared for PIC with 3000 hours of helicopter flying
Other requirements	No Accident / Incident record attributed on part of pilot No adverse performance record/report in past Selection will be based on flying hrs on helicopters
Fixed Monthly Emoluments	The Company offers attractive compensation package and professional work environment commensurate with Industry standards.
Additional Qualification Related Allowances	ATPL Holders - Rs. 2000/- p.m. ATPL Holders being utilized in the Company - Rs. 7,500/- p.m.
Insurance Coverage	P.A. Aircrew Insurance Coverage - Rs. 1.00 Crore Insurance coverage for LOL (Loss of License) will be for an amount of Rs.50 (Fifty) till the age of 55 years and Rs. 40 (Forty) lakh beyond 55 years up to 60 years of age

In addition, the Helicopter Pilots would be admissible for other benefits like TA/DA, Risk Allowance, PF / Gratuity etc as per rules of the Company.

HELICOPTER PILOTS: (For Dauphin-N, Dauphin-N3, Mi-172, AS-350B3, Bell407, Bell-206 & ALH Dhruv helicopters) - on contract basis

Level/Grade	Designation	Revised Induction QRs for Contractual Pilots
E-2	Pilot 'B'	CHPL with 1000 hrs of helicopter flying
E-3	Pilot 'C'	CHPL with 2000 hrs of helicopter flying
E-4	Captain 'A'	CHPL / ATPL(H) with 3000 hrs of helicopter flying including 1000 PIC hrs on helicopter
E-5	Captain 'B'	CHPL / ATPL (H) with 4000 hrs of helicopter flying including 2000 PIC hrs on helicopters
E-6	Captain 'C'	CHPL / ATPL (H) with 5000 hrs of helicopter flying including 3000 PIC hrs on helicopters

ASSOCIATE MANAGER (HR & ADMIN):

Post	Associate Manager (HR & Admin) - Equivalent to E-4 level
No. of posts	04
Location	Delhi/NCR & Mumbai
QRs	MBA's or P.G. Degree / two years Diploma in Industrial Relations & Personnel Management from a recognised University/ Institution with 7 (seven) years post qualification executive experience out of which at least 2 (two) years should be at the equivalent next below grade in IDA Scale/ CDA scale or equivalent responsibility / CTC (Rs. 11,55,300/- per annum - PF & Gratuity as per rules) in a large and reputed organisation. Experience in Aviation Industry is desirable.
Upper Age Limit	45 years
Consolidated monthly emoluments	Basic Pay @ 70,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-4 Grade (Rs. 70,000 - 2,00,000) - Approx. Yearly Emoluments (CTC) - Rs. 13,40,850/- (PF & Gratuity as per rules)

ASSOCIATE MANAGER (FINANCE & ACCOUNTS):

Post	Associate Manager (Finance & Accounts)
No. of posts	02
Location	Delhi/NCR & Mumbai

QRs	CA's / ICWA's / MBA's from a recognised Institution / University with specialization in Finance from a recognised University/Institution with 7 (seven) years post qualification executive experience out of which at least 2 (two) years should be at the equivalent next below grade in IDA Scale/ CDA scale or equivalent responsibility / CTC (Rs. 11,55,300/- per annum - PF & Gratuity as per rules) in a large and reputed organisation. Experience in Aviation Industry is desirable.
Upper Age Limit	45 years
Consolidated monthly emoluments	Basic Pay @ 70,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-4 Grade (Rs. 70,000 - 2,00,000) - Approx. Yearly Emoluments (CTC) - Rs. 13,40,850/- (PF & Gratuity as per rules)

ASSOCIATE MANAGER (MATERIALS):

Post	Associate Manager (Materials) - Equivalent to E-4 level
No. of posts	02
Location	Delhi/NCR & Mumbai
QRs	Engineering Degree / MBA / Post Graduate Degree / Diploma in Materials Management with 7 (seven) years post qualification executive experience out of which at least 2 (two) years should be at the equivalent next below grade in IDA Scale/ CDA scale or equivalent responsibility / CTC (Rs. 11,55,300/- per annum - PF & Gratuity as per rules) in a large and reputed organisation. Experience in Aviation Industry is desirable.
Upper Age Limit	45 years
Consolidated monthly emoluments	Basic Pay @ 70,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-4 Grade (Rs. 70,000 - 2,00,000) - Approx. Yearly Emoluments (CTC) - Rs. 13,40,850/- (PF & Gratuity as per rules)

Chief of Flight Safety (SCO):

Dy. Chief of Flight Safety

No. of Posts - 04

Place of Posting - Delhi/NCR

Post	Chief of Flight Safety (SCO) Dy. Chief of Flight Safety
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QRs	<p>CHPL / ATPL license endorsed for helicopter operated by the Company.</p> <p style="text-align: center;">OR</p> <p>Aircraft Engineer with AME license endorsed for the helicopter operated by the Company.</p> <p style="text-align: center;">OR</p> <p>Should be a Helicopter Pilot / Aircraft Maintenance Engineer with safety experience with or without flying / medical category.</p> <p style="text-align: center;">OR</p> <p>Engineering Degree in Aeronautical / Mechanical / Electrical / Electronics, Electronics & Communication or equivalent from a recognised University with safety experience.</p>
Experience	The incumbent should have minimum 12 years experience in Aviation out of which minimum 3 years of experience in accident investigation and Safety Audit etc and 2 years experience should be at the equivalent next below grade in IDA Scale / CDA scale or equivalent responsibility / CTC (Rs. 15,26,400/- per annum - PF & Gratuity as per rules) in a large and reputed organisation.
Desirable	<p>Basic training on incident investigation, Safety Audit and Safety Management System.</p> <p>A sound knowledge on Civil Commercial Operation / Maintenance with analytical skill and Computer literacy.</p>
Upper Age Limit	55 years (relaxable by 5 years for Internal Candidates)
Consolidated monthly emoluments	Basic Pay @ 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-4 Grade (Rs. 90,000 - 2,40,000) - Approx. Yearly Emoluments (CTC) - Rs. 17,32,200/- (PF & Gratuity as per rules)

The equivalent level and emoluments in respect of shortlisted candidates will be decided commensurate with their qualification, experience, License status, Pay Scale/CTC, Flight Safety Experience and utility/suitability etc. Incumbents with lesser experience may be considered for contractual appointment at lower level at the discretion of PHL Management.

CHIEF AVIATION SECURITY OFFICER:

No. of Posts - 01

Place of Posting - Delhi & NCR

Qualification: Candidates should have completed Post Graduation from a recognized University / Institution with valid AVSEC instructor certificate.

Experience: Candidate should have minimum 12 (twelve) years post qualification executive experience out of which at least 2 (two) years should be at the **equivalent** next below grade in equivalent IDA Scale / CDA scale or equivalent responsibility / CTC (Rs. 15,26,400/- per annum - PF & Gratuity as per rules) in a large and reputed organisation. Working experience in Aviation industry preferably in MRO will be given preference.

Consolidated monthly emoluments: Basic Pay @ 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-4 Grade (Rs. 90,000 - 2,40,000) - Approx. Yearly Emoluments (CTC) - Rs. 17,32,200/- (PF & Gratuity as per rules)

Upper Age Limit: Maximum 50 Years

Job Description: The post carries the duties and responsibilities as overall In-charge of all the security activities of the Company.

Selection Procedure: Selection procedure involves personal interview of the candidates who prima facie meets eligibility criteria & Pre Employment Medical Examination. The selected candidate will have to bear the cost of Pre Employment Medical Examination and any additional tests if required.

Fixed Term Employment Contract: The selected candidate will be appointed on a Fixed Term contract basis initially for a period of one year further extendable based on organizational requirement and suitability & utility of the candidate/incumbent.

The equivalent level and emoluments in respect of shortlisted candidates will be decided commensurate with their qualification, experience, Pay Scale/CTC and utility/suitability etc. Incumbents with lesser experience may be considered for contractual appointment at lower level at the discretion of PHL Management.

General Conditions:

- Only Indian Nationals are eligible to apply.
- However, applications from SPO Qualified Foreign Nationals (Expat Pilots) holding current & valid license and adequate flying experience on AS-350B3, Bell-407 & Bell-206L4 helicopters may also apply.
- In addition, qualified licensed Indian / Expat pilots holding endorsement & adequate flying experience on Sikorsky S-76D & S-76C++ helicopters may also apply.
- Reservation & Age Relaxation will be as per Government of India directives.
- The Pawan Hans Limited management reserves the right:
 - to call only those candidates who according to its decision rank high in terms of eligibility criteria among the applications received and mere eligibility / submission of application will not entitle any candidates for being called for interview.
 - to restrict the number of applicants for interview depending upon the level of response for each post.
 - to reject any application, cancel the post/s or candidature without assigning any reasons thereof.
 - to relax age/experience/qualification & other qualifying criteria in deserving cases.
 - to determine the equivalence of the Pay scales/CTC and interpret large & reputed organisation based on turnover or any other parameter, as deemed fit.
- Post qualification executive experience will only be considered.
- Teaching experience & training period (induction) will not be considered.
- Candidates applying for more than one post should submit separate application for each post, failing which, the application will be considered only for the first post indicated in the application
- All qualifications should be from Universities / Institutions recognized and approved in India by UGC/AICTE/Appropriate Statutory Authorities.

- It is incumbent upon the candidate to go through the advertisement carefully and clear all doubts/queries before interview/selection.
- The selected incumbents may be transferred anywhere in India or abroad at the discretion of the Management.
- While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. If at any stage of recruitment, it is detected that a candidate has furnished any incorrect/false information or has suppressed fact(s) to become eligible, his/her candidature will stand cancelled automatically. If any deviation/ shortfall(s) in requisite criteria is/are detected even after his/her appointment, his or her service is liable to be terminated without any notice.
- In case any ambiguity/dispute arises on account of interpretation in versions other than English, English version will prevail.
- Candidate should note that the onus of proving the correctness and authenticity of the details provided in the application is on him/her.
- Persons with disability of not less than 40% as per GOI guidelines shall only be eligible for the benefit of PWD.
- All appointments will be subject to medical fitness as per PHL rules.
- No correspondence will be entertained from candidates who have not been shortlisted/ selected.
- Outstation candidates called for interview will be reimbursed AC-II Rail/Bus fare by shortest route subject to production of proof. However, those called for the interview should produce all original documents including proof of qualification/s, experience, pay/CTC, reservation, etc., at the time of interview, failing which such candidate/s will not be permitted to appear for the interview and travelling allowance will not be reimbursed. However, presently interviews are being conducted virtually following Corona Virus precautions & safety measures for which no fare reimbursement is admissible at present.
- The advertisement can be withdrawn at any time and vacancies advertised may be increased/ decreased at the discretion of the management without assigning any reasons therefor.
- Corrigendum or Addendum or Cancellation of this advertisement, if any, shall be published only on the website of PHL and will not be published in the newspapers. Therefore, the candidates are advised to check the website of PHL regularly.
- The eligibility criteria for determination of age, experience etc will be calculated as on the last date for receipt of application i.e. **12th May 2022**.
- Canvassing or bringing influence in any form will disqualify the candidature.
- The jurisdiction for any dispute arising out of the advertisement shall be the Courts at NOIDA/ Delhi.

Besides an attractive compensation package, the Company offers a professional work environment.

HOW TO APPLY:

Eligible candidates meeting the above requirement may visit [careers tab](#) on the Company's website www.pawanhans.co.in and should apply online only. The applicants should also send the duly filled & signed print out of the online application form after affixing a recent passport size

photograph accompanied with copies of self-attested testimonials in support of age, caste/class, qualification, experience, Pay/CTC, license/medical status etc.

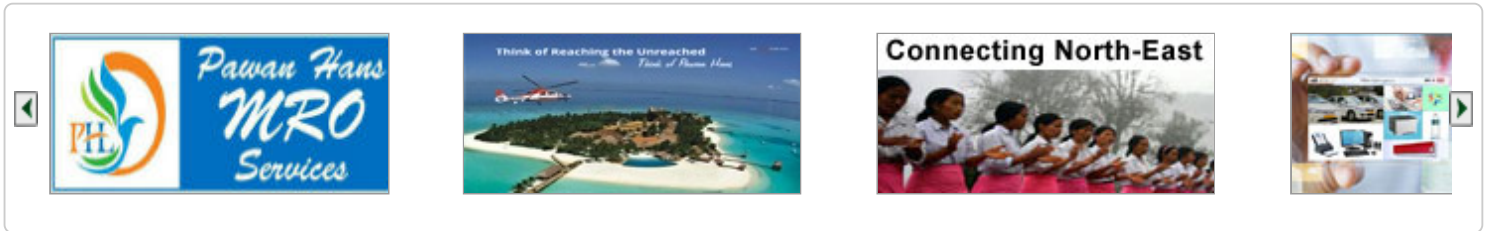
Eligible candidates meeting the above requirement who are not able to apply online may download [Application Blank Form](#) from the website www.pawanhans.co.in and send the scanned copy of duly filled & signed application form after affixing a recent passport size photograph accompanied with copies of self-attested testimonials in support of age, caste/class, qualification, experience, Pay/CTC, license/medical status etc and Demand Draft (towards application fee - non refundable) for Rs. 295/- (Rupees two hundred and ninety five only) inclusive of GST @ 18% drawn in favour of Pawan Hans Limited payable at DELHI/NOIDA (SC/ST candidates & Persons with Disabilities are exempted from payment of application fee).

Furnishing of unsigned/ incomplete/ inconsistent/ ambiguous information in the application without proof of certificates or application received after last date, submitted offline are liable to be rejected and will lead to disqualification of the candidature.

Applications complete in all respects as detailed above duly superscribing the envelope with the post applied for must reach to: HOD (HR & Admin), Pawan Hans Limited, (A Government of India Enterprise), Corporate Office, C-14, Sector-1, Noida - 201 301, (U.P.) on or before **12th May 2022.**

Phone: 0120-2476733

We fly for you



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