

## PAWAN HANS LIMITED

### CORRIGENDUM

Sl. No.	Name of the Post
1.	General Manager (HR & Admin) – 01 post
2.	General Manager (Operations) - 01 post
3.	General Manager (Flight Safety) – 01 post
4.	Jt. General Manager (HR & Admin) – 01 post
5.	Jt. General Manager (Finance & Accounts) – 02 posts
6.	Jt. General Manager (Materials) – 02 posts
7.	Jt. General Manager (Civil) – 01 post
8.	Asst. Manager (HR & Admin) – 04 posts
9.	Asst. Manager (Finance & Accounts) – 04 posts
10.	Asst. Manager (Materials) – 03 posts

This is in reference to the advertisement published by Pawan Hans Ltd in the **Hindustan Times (Shine) and Hindustan (Hindi) – All India on 16 April 2024 and Employment News for the period 6-12 April 2024** for filling up above positions, it is informed that amendments in Annual CTC may be read as mentioned below:

Post	Grade	Previously advertised -Annual CTC required in case of candidates working in Private Organisations or working on contract basis	Amended - Annual CTC required in case of candidates working in Private Organisations or working on contract basis	Previously advertised - Yearly Emoluments (CTC) of the post	Amended - Yearly Emoluments (CTC) of the post
General Manager (HR&Admin)/ General Manager (Operations)/ General Manager (Flight Safety)	E7	Rs. 21.73 lakh	Rs. 21.02 lakh  (Excluding PF, Gratuity & Pension Benefits)	Basic Pay @ Rs. 1,00,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-7 Grade (Rs. 1,00,000 – 2,60,000) – Approx. Yearly Emoluments (CTC) – Rs. <b>24.10 lakh.</b>	Basic Pay @ Rs. 1,00,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-7 Grade (Rs. 1,00,000 – 2,60,000) – Approx. Yearly Emoluments (CTC) – <b>Rs. 23.32 lakh. (In addition, PF, Gratuity, Pension &amp; Leave Encashment benefits will be admissible).</b>

Jt. GM (HR&Admin)/ Jt. GM (F&A)/ Jt. GM (Materials)/ Jt. GM (Civil)	E6	Rs. 19.36 lakh	Rs. 18.72 lakh  (Excluding PF, Gratuity & Pension Benefits)	Basic Pay @ Rs. 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-6 Grade (Rs. 90,000 – 2,40,000) – Approx. Yearly Emoluments (CTC) – Rs. <b>21.73 lakh.</b>	Basic Pay @ Rs. 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-6 Grade (Rs. 90,000 – 2,40,000) – Approx. Yearly Emoluments (CTC) – Rs. <b>21.02 lakh (In addition, PF, Gratuity, Pension &amp; Leave Encashment benefits will be admissible).</b>
Asst. Manager (HR&Admin)/ Asst. Manager (F&A)/ Asst. Manager (Materials)	E1	Rs. 7.52 lakh	Rs. 7.18 lakh  (Excluding PF, Gratuity & Pension Benefits)	Basic Pay @ Rs. 40,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-1 Grade (Rs. 40,000 – 1,40,000) – Annual CTC – Rs. <b>9.89 lakh</b>	Basic Pay @ Rs. 40,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-1 Grade (Rs. 40,000 – 1,40,000) – Approx. Annual CTC – Rs. <b>9.48 lakh (In addition, PF, Gratuity, Pension &amp; Leave Encashment benefits will be admissible).</b>

The last date of receipt of applications has been extended upto **15<sup>th</sup> May 2024.**

**Head (HR)**

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 operates & maintains a fleet of 46 state-of-art helicopters of different make / capacity, such as Mi-172, Bell-206L4, Bell 407, Bell-412, Dauphin 365N/N3, Ecureuil AS-350B3, ALH Dhruv & Sikorsky S-76D Helicopters.

Pawan Hans has ambitious plans to expand its operational activities as well augmenting our fleet of helicopters for which need has been felt to induct committed, result-oriented, dynamic & experienced professionals holding permanent appointment to the following positions on regular / deputation basis from the date of joining: -

Sl. No.	Name of the Post
1.	<b>General Manager (HR &amp; Admin) – 01 post</b>
2.	<b>General Manager (Operations) - 01 post</b>
3.	<b>General Manager (Flight Safety) – 01 post</b>
4.	<b>Jt. General Manager (HR &amp; Admin) – 01 post</b>
5.	<b>Jt. General Manager (Finance &amp; Accounts) – 02 posts</b>
6.	<b>Jt. General Manager (Materials) – 02 posts</b>
7.	<b>Jt. General Manager (Civil) – 01 post</b>
8.	<b>Asst. Manager (HR &amp; Admin) – 04 posts</b>
9.	<b>Asst. Manager (Finance &amp; Accounts) – 04 posts</b>
10.	<b>Asst. Manager (Materials) – 03 posts</b>

**GENERAL MANAGER (HR & ADMIN):**

Post	General Manager (HR & Admin)
No. of posts	01
Location	Delhi/NCR
Salary Grade	E-7 – Rs. 1,00,000 – 2,60,000 (IDA Scale of Pay)
QRs	MBA's or P.G. Degree / Two years Diploma in Industrial Relations & Personnel Management from a recognized University / Institution with minimum 15 (fifteen) years post qualification executive experience in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of Rs. 90,000 – 2,40,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 21.02 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 1,00,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-7 Grade (Rs. 1,00,000 – 2,60,000) – Approx. Yearly Emoluments (CTC) – Rs. 23.32 lakh. (In addition, PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**GENERAL MANAGER (OPERATIONS):**

Designation	<b>General Manager (Operations)</b>
No. of posts	01
Location	Delhi/NCR
Salary Grade	E-7 – Rs. 1,00,000 – 2,60,000 (IDA Scale of Pay)
Essential Qualifications	Should have held CHPL / ATPL (H) and at least 5000 hours of Helicopter Flying out of which 3000 hours as PIC + IR and should have minimum 20 hours of night flying experience
Experience	Candidate should have minimum 15 (fifteen) year experience in administration of operations in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of Rs. 90,000 – 2,40,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 21.02 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Medical	As per Company Policy
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 1,00,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-7 Grade (Rs. 1,00,000 – 2,60,000) – Approx. Yearly Emoluments (CTC) – Rs. 23.32 lakh. (In addition, PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**GENERAL MANAGER (FLIGHT SAFETY):**

Designation	<b>General Manager (Flight Safety)</b>
No. of posts	01
Location	Delhi/NCR
Salary Grade	E-7 – Rs. 1,00,000 – 2,60,000 (IDA Scale of Pay)
Essential Qualifications	CHPL / ATPL License endorsed for helicopter operated by the Company. <p style="text-align: center;">OR</p> Aircraft Engineer with AME License endorsed for the helicopter operated by the Company. <p style="text-align: center;">OR</p> Should be a Helicopter Pilot / Aircraft Maintenance Engineer with Safety Experience with or without flying / medical category. OR Engineering Degree in Aeronautical / Mechanical / Electrical / Electronics, Electronics & Communication or equivalent from a recognized University with Safety Experience

Experience	Minimum 15 years of Executive Experience out of which 7 years of experience of Incident Investigation and Safety Audit etc. in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in the grade of Rs. 90,000 – 2,40,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 21.02 lakh Excluding PF, Gratuity & Pension Benefits).
Desirable	<ul style="list-style-type: none"> <li>• Basic Training on Incident Investigation, Safety Audit and Safety Management System.</li> <li>• A Sound Knowledge on Civil Commercial Operation / Maintenance with analytical skill and Computer Literacy.</li> </ul>
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 1,00,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-7 Grade (Rs. 1,00,000 – 2,60,000) – Approx. Yearly Emoluments (CTC) – Rs. 23.32 lakh. (In addition, PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**JT. GENERAL MANAGER (HR & ADMINISTRATION):**

<b>Post</b>	<b>Jt. General Manager (HR &amp; Administration)</b>
No. of posts	01
Location	Delhi/NCR
Salary Grade	E-6 – Rs. 90,000 – 2,40,000 (IDA Scale of Pay)
QRs	MBA's or P.G. Degree / Two years Diploma in Industrial Relations & Personnel Management from a recognized University/ Institution with minimum 12 (twelve) years post qualification executive experience in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of Rs. 80,000 – 2,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 18.72 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-6 Grade (Rs. 90,000 – 2,40,000) – Approx. Yearly Emoluments (CTC) – Rs. 21.02 lakh. (In addition PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**JT. GENERAL MANAGER (FINANCE & ACCOUNTS):**

<b>Post</b>	<b>Jt. General Manager (Finance &amp; Accounts)</b>
No. of posts	02
Location	Delhi/NCR & Mumbai
Salary Grade	E-6 – Rs. 90,000 – 2,40,000 (IDA Scale of Pay)
QRs	CA's / ICWA's / MBA's with specialization in Finance from a recognized University / Institution with minimum 12 (twelve) years post qualification executive experience in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of Rs. 80,000 – 2,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 18.72 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-6 Grade (Rs. 90,000 – 2,40,000) – Approx. Yearly Emoluments (CTC) – Rs. 21.02 lakh. (In addition PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**JT. GENERAL MANAGER (MATERIALS):**

<b>Post</b>	<b>Jt. General Manager (Materials)</b>
No. of posts	02
Location	Delhi/NCR & Mumbai
Salary Grade	E-6 – Rs. 90,000 – 2,40,000 (IDA Scale of Pay)
QRs	Engineering Degree / MBA / Post Graduate Degree / Diploma in Materials Management with minimum 12 (twelve) years post qualification executive experience in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of Rs. 80,000 – 2,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 18.72 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-6 Grade (Rs. 90,000 – 2,40,000) – Approx. Yearly Emoluments (CTC) – Rs. 21.02 lakh. (In addition PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**JT. GENERAL MANAGER (CIVIL):**

<b>Post</b>	<b>Jt. General Manager (Civil)</b>
No. of posts	01
Location	Delhi-NCR / Mumbai
Salary Grade	E-6 – Rs. 90,000 – 2,40,000 (IDA Scale of Pay)
Essential QRs	Candidate should be a Graduate in Civil Engineering (BE / B.Tech) preferably with an MBA (with specialization in Construction / Project / Maintenance Management) from a reputed and recognized Institution / University. The candidate should have minimum 12 (twelve) years post qualification executive experience in a large and reputed organization out of which at least 2 (two) years should be at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of 80,000 – 2,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 18.72 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Desirable Qualification	Candidates with multiple project experience in large / medium infrastructure development and conversant with contract management / project management with compliance of Government Guidelines etc. would be preferred. The applicants must be self-motivated professionals with proven leadership qualities and excellent communication skills. Should also possess considerable drive and initiative with proven ability to manage and develop large building / airports / heliports / projects. Must have knowledge of computers working experience in MS Office, Excel & Power Point, use of internet and working knowledge of Auto CAD is desirable
Upper Age Limit	50 years
Consolidated Emoluments	Basic Pay @ Rs. 90,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-6 Grade (Rs. 90,000 – 2,40,000) – Approx. Yearly Emoluments (CTC) – Rs. 21.02 lakh. (In addition PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**ASSISTANT MANAGER (HR & ADMIN):**

<b>Post</b>	<b>Assistant Manager (HR &amp; Admin)</b>
No. of posts	04
Location	Delhi/NCR & Mumbai
Salary Grade	E-1– Rs. 40,000 – 1,40,000 (IDA Scale of Pay)
QRs	MBA's / P.G. Degree / Diploma (2 years) in Industrial Relations & Personnel Management from a recognized University/ Institution with minimum 01 (one) year post qualification executive experience in a large and reputed organization at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of 30,000 – 1,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 7.18 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.

Upper Age Limit	30 years
Consolidated Emoluments	Basic Pay @ Rs. 40,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-1 Grade (Rs. 40,000 – 1,40,000) – Approx Annual CTC – Rs. 9.48 lakh.(In addition, PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**ASSISTANT MANAGER (FINANCE & ACCOUNTS):**

<b>Post</b>	<b>Assistant Manager (Finance &amp; Accounts)</b>
No. of posts	04
Location	Delhi/NCR & Mumbai
Salary Grade	E-1– Rs. 40,000 – 1,40,000 (IDA Scale of Pay)
QRs	CA's / ICWA's / MBA's with specialization in Finance from a recognized University/Institution with minimum 01 (one) year post qualification executive experience in a large and reputed organization at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of 30,000 – 1,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 7.18 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Upper Age Limit	30 years
Consolidated Emoluments	Basic Pay @ Rs. 40,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-1 Grade (Rs. 40,000 – 1,40,000) – Approx Annual CTC – Rs. 9.48 lakh.(In addition, PF, Gratuity, Pension & Leave Encashment benefits will be admissible).

**ASSISTANT MANAGER (MATERIALS):**

<b>Post</b>	<b>Assistant Manager (Materials)</b>
No. of posts	04
Location	Delhi/NCR & Mumbai
Salary Grade	E-1– Rs. 40,000 – 1,40,000 (IDA Scale of Pay)
QRs	Engineering Degree / MBA / Post Graduate Degree / Diploma in Materials Management with minimum 01 (one) year post qualification executive experience in a large and reputed organization at the <b>equivalent</b> next below grade in a large & reputed organization in the grade of 30,000 – 1,20,000 or equivalent. (Candidates working in Private Sector or working on contract basis should be having Annual CTC of minimum Rs. 7.18 lakh Excluding PF, Gratuity & Pension Benefits). Experience in Aviation Industry is desirable.
Upper Age Limit	30 years
Consolidated Emoluments	Basic Pay @ Rs. 40,000 plus DA, HRA & other perquisites at applicable rates; Equivalent to E-1 Grade (Rs. 40,000 – 1,40,000) – Approx Annual CTC – Rs. 9.48 lakh.(In addition, PF, Gratuity, Pension & Leave Encashment benefits will be admissible).



**Note:**

1. The candidates selected for appointment on deputation basis will be governed by Standard Deputation Terms & Conditions as per DPE Guidelines.
2. Persons working in higher grade and scale of pay shall not be entitled for appointment on regular / deputation basis to the advertised post in lower grade and scale of pay.
3. In case qualification in dual specialization, then applicant shall be considered only in the discipline (functional area of study) of major specialization.
4. Candidates employed in Central / State Government, CPSEs and Autonomous Bodies etc are required to submit their application through proper channel or produce NOC at time of interview.

**General Conditions:**

- Only Indian Nationals are eligible to 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 organization 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 2nd AC/3rd AC/Second Sleeper Rail / Bus fare by shortest route subject to production of proof as per rules of the company. 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, in case interview is conducted virtually, no fare reimbursement will be admissible.
- 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. **15<sup>th</sup> May 2024.**
- 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.

#### **HOW TO APPLY:**

Eligible candidates meeting the above requirement may visit “**Careers**” tab on the Company's website [www.pawanhans.co.in](http://www.pawanhans.co.in) and should apply online. The applicants should also send the duly filled & signed print out of the online application form **through proper channel** 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 favor of Pawan Hans Limited payable at DELHI/NOIDA (SC/ST candidates & Persons with Disabilities are exempted from payment of application fee). In case, Application Fee is paid online, Demand Draft may please be ignored.

Eligible candidates meeting the above requirement who are not able to apply online may download Application Blank from the website [www.pawanhans.co.in](http://www.pawanhans.co.in) and send the scanned copy of duly filled & signed application form **through proper channel** 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 favor 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: **Head (HR), Pawan Hans Limited, (A Government of India Enterprise), Corporate Office, C-14, Sector-1, Noida – 201 301, (U.P.) on or before 15<sup>th</sup> May 2024.**

**We fly for you**