



HINDUSTAN AERONAUTICS LIMITED

Propel your dreams.

Hindustan Aeronautics Limited (HAL), a Navaratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 19 production / overhaul / service Divisions and 10 co-located R&D Centres spread across the country. HAL's spectrum of expertise encompasses 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.

*We are currently looking for
Professionals who have flair for teaching , learning
& Sharing Knowledge
and willing to have an Enriching Experience*

As Visiting Faculty

for its

MANAGEMENT ACADEMY

HAL Management Academy(HMA) is a premier centre for learning having well qualified faculty members and is equipped with all latest training facilities, and state-of-art- software required for training halls.HMA has now completed 35 years of fruitful contribution to the cause of management education, responding to the need amongst practicing managers to constantly refresh and update their management skills. HMA offers variety of programmes, helping participants gain insight in to both theory as well as application of latest practices in management.

The programs offered are conducted by HMA faculty and senior executives from the Divisions, Expert/Guest faculty from IIM, IITs, IST, IISc and other well known trainers are invited to handle session in specialized topics, with application of latest tools of training such diagnostics, experience sharing, action planning, case studies, role play, business games etc.

Contd/-2

HMA presently requires Visiting Faculty, for Executive Development Programmes in the field of Management, Engineering, & other General subjects in the following areas :

- Value Engineering, Supply chain Management, Reliability, Statistics, Mini Tab, Mat Lab, World class manufacturing, Geometric dimensioning and tolerancing, Avionics, Aircraft technologies, Advanced Ms Excel, Ms Projects, Network Administration, System Engineering Technology Management, Finance, Communication, Organisational Dynamics, Production Life Cycle Management, Psychometric Analysis & Yoga.

*** Existing Visiting Faculty are also invited to empanel themselves.**

1. Qualification and Experience:

- Graduate from a Recognized University with Post Graduation in relevant field. Candidates having Doctorate level qualification with relevant industry exposure by way of consultancy/training would be preferred.
- Experience in teaching at Executive Development programs will be an advantage.
- Candidates should possess a minimum of 10 years of Academic/ Industry post qualification experience.
- Candidates having graduate level qualification with a minimum of 10 years of Academic and /or industrial experience with exposure in the relevant field and teaching in executive development programs will also be considered, subject to evaluation.

2. Faculty Job Description :

2.1 Position Summary

The Faculty is responsible for delivering the course content and required training materials, which may include PPTs, Video, Audio, text, graphics, animation, case studies, games, course material, question papers, correction of answer papers, evaluate presentations, quizzes, assignments etc., for the program modules as per the program design.

2.2 Organizational Reporting

The Faculty is directly responsible to the program Director designated by HMA

2.3 Deliverables

The essential functions of the Faculty are:

- To ensure that assigned sessions are conducted;
- To ensure that each session follows appropriate content and pedagogy.
- IPR free, well researched, compiled and neatly presented course content printed and in softcopy form to be submitted to HMA for distribution as training materials.
- To stimulate enthusiasm for learning the subjects & applying in work place
- To Recommend study/reading material and topics for presentation;
- Pre and post training evaluation;
- To submit required feedback/reports to the program, Director;
- To make suggestions to the program Director concerning the improvement of the sessions in keeping with the objectives of the program;
- To guide the participants in live projects;
- To keep informed of current trends and new approaches to participants;
- To attend faculty meetings whenever requested for.

2.4 Performance Evaluation

The faculty Performance will be continuously evaluated in accordance with HMA Policy.

3. Remuneration

Selected Visiting Faculty will be empanelled and they will be called for the sessions as required. The honorarium will be based on an approval categorization depending on importance & relevance of subject to HAL, qualification, experience & institutional background and will range from Rs.1000/- to Rs. 7500/- for a session of 90 minutes duration.

Contd/-4

4. Program Duration

The duration of each program at HMA ranges from 2 to 10 days. The duration for each session is 90 minutes depending on requirement a faculty may be involved in more than once session in continuation, on a particular training day.

- ii) Venue : HAL Management Academy
Near HAL Hospital
Vimanapura Post, Suranjandas Road
Bangalore - 560 017
AND
Other Venues as would be intimated
- iii) Facilities at HMA : Well equipped A/C classrooms with all
Teaching aids, library, auditorium,
Computer Lab, Canteen, Hostel and
Sports facilities.

5. Terms and conditions.

1. The work assignment will be session basis as and when required.
2. The details of the work assignment will be intimated by Program Director, HMA.
3. The Remuneration will be paid on per session basis based on categorization after the receipts of the Program Completion Report.
4. Visiting Faculty will not be entitled for any other benefits/facilities/allowance that are applicable to regular and other employees of the company. Reimbursement of travel/conveyance if any is governed by the terms approved by the Governing Council of HMA.
5. Engagement can be continued subject to satisfactory performance and requirements of the organization.
6. Engagement will not confer any right on Visiting Faculty to claim either absorption or regularization on any ground in the Company.
7. TDS will be deducted as per Income Tax Rules and payment will made through ECS.

Contd/-5

6. General requirements to comply by the candidates applying :

- (i) Application sent in any other format, which are incomplete and received after the last date will be summarily rejected. No correspondence will be entertained.
- (ii) Candidates are required to indicate their contact Telephone Numbers as well as valid email-ID in their application, for ensuring faster communication. HAL will not be responsible for bouncing of any e-mail / delay in post sent to the candidates.
- (iii) Only Indian Nationals need apply. Mere submission of application will not entail right for claiming Appointment/Engagement. The candidates have to satisfy themselves that they fulfill all requirements for applying .
- (iv) Only candidates meeting all the eligibility criteria will be called for interview/demonstration. The schedule for interview will be hosted on the Company's website from time to time. No request for postponement for interview will be entertained.
- (v) HAL reserves the right to cancel the advertisement and/or the selection process there under.
- (vi) HMA has the discretion in terms of engaging visiting faculty other than those in the panel, depending on its requirement.
- (vii) If the information and details given by the candidate are found to be false or incorrect or suppressed or hiding any information, at the time of verification or at the later stage the selection will be cancelled without any notice.
- (viii) Canvassing in any form will lead to disqualification of the candidature.

7. How to Apply:

Candidates fulfilling the requirements may forward their applications in the enclosed format to the following address latest by 10th August 2012.

Chief Manager(HR)
HAL Management Academy
Suranjandas Road,
Vimanapura post
Bangalore - 560 017.

In case of any difficulty, contact us at Email: hma@hal-india.com , Phone: 080-22328104, 080-22328115, Fax : 080-22311152, 080- 22316598.
