



पवन हंस लिमिटेड
Pawan Hans Limited
 (A Miniratna - Government of India Enterprise)
 CIN No. U62200UP1985GOI129953



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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PAWAN HANS LIMITED
(A Govt. of India Enterprise)

PAWAN HANS LIMITED GRADUATE ENGINEER TRAINEE SCHEME

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 Limited 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 professionals.

Pawan Hans Limited invites applications from eligible candidates as per criteria laid down below to , immediately call the helpline number 1930 and register your complaint. Your vigilance is your sec

through any other mode will be accepted.

GRADUATE ENGINEER TRAINEES

(Aeronautical/ Aerospace/ Mechanical/ Electrical/ Electronics & Communication/ Instrumentation/ Computer Science & Information Technology/ Civil Engineering).

VACANCIES & RESERVATION:

Sr. No.	Engineering Stream	Number of Vacancies and reservations				
		Total	UR	OBC (NCL)	SC	ST
1	Aeronautical/ Aerospace/ Mechanical	10	7*	2	1	-
2	Electrical/ Electronics & Communication/ Instrumentation	6	4	1	1	-
3	Computer Science & Information Technology	2	2	-	-	-
4	Civil	2	2	-	-	-

*1 post each reserved for EWS & PwBD category

NOTE:

The number of vacancies is tentative and may increase or decrease at the sole discretion of PHL.

Shortlisting of candidates for further selection process comprising of Personal Interview will be based on GATE-2025 score. GATE score of 2024 or any other previous examination is not valid.

Candidates have to essentially qualify in the GATE-2025 examination for getting shortlisted for further selection process comprising of Personal Interview. However, shortlisting will be based on merit of the candidates from different categories in line with the reservation policy of Government of India. Hence, merely qualifying in GATE-2025 examination does not guarantee shortlisting for calling for Personal Interview.

EDUCATIONAL QUALIFICATION:

Prospective candidates must possess required educational qualification in the respective areas as detailed below. Those who fulfil the eligibility criteria only would be considered for further selection process.

GATE RELATED QUALIFICATION:

Eligible Disciplines - BE/ B.Tech or equivalent

Mandatory Primary Paper (GATE 2025 GATE 2025 Code)	Desirable Secondary Paper (GATE 2025 Code)
Aeronautical / Aerospace Engineering (AE)	ME
OR	
Mechanical Engineering (ME)	AE, IN

Mandatory Primary Paper (GATE 2025 Code)	Desirable Secondary Paper (GATE 2025 Code)
Electrical Engineering (EE)	IN, EC
OR	
Electronic & Communication Engineering (EC)	EE, IN
OR	
Instrumentation Engineering (IN)	EC, EE

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Mandatory Primary Paper (GATE 2025 Code)	Desirable Secondary Paper (GATE 2025 Code)
Computer Science & Information Technology (CS)	EC, DA

Mandatory Primary Paper (GATE 2025 Code)	Desirable Secondary Paper (GATE 2025 Code)
Civil Engineering (CE)	ES, AE

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Age Limit

Maximum 28 years as on last date for receipt of application i.e. **21.07.2025** for General and Economically Weaker Sections (EWSs) category candidates. Age relaxation for SC/ST/OBC (Non Creamy Layer) & PwBD candidates will be as per Government of India directives.

Educational Qualification

1. Candidates should have passed qualifying degree examinations and been awarded Bachelor's degree in Engineering/ Technology (Full Time Regular Courses only) in above mentioned disciplines from recognised Indian Universities / Institutes.
2. Candidates, belonging to General/ OBC (Non Creamy Layer)/ Economically Weaker Sections (EWSs) categories should have secured minimum 65% marks in qualifying degree examinations.
3. Qualifying marks are relaxed to 55% for Scheduled Caste (SC) / Scheduled Tribe (ST)/ Persons with Benchmark Disabilities (PwBD) candidates.
4. Candidates currently in Final Year of their Engineering studies may also apply. However, if selected, they should be in a position to submit their final mark sheet at the time of Application Verification.
5. Candidates pursuing/ completed M.Tech in any discipline, other than those mentioned above, must have completed BE/ B.Tech in one of the above mentioned disciplines and should appear in GATE-2025 examination in the discipline of their BE/ B.Tech, are eligible to apply.
6. Percentage (%) of marks obtained by the candidates in BE / B.Tech will be reckoned to decide the eligibility.
7. Candidates having qualifying degree from a discipline other than those mentioned above in Qualification criteria are not eligible to apply. However, the Company reserves the right to take a final decision in considering an Engineering discipline eligible in case different from those mentioned above in Qualification criteria.
8. Integrated ME/ M.Tech candidates will be eligible, if they have already completed (or are completing) the course requirement for award of BE / B.Tech in one of the core disciplines mentioned above and have completed (or are completing ME/ M.Tech by 27.07.2025). At the end of the programme, if selected, such candidates must have both BE / B.Tech and ME / M.Tech degree.
9. If a candidate pursues integrated ME / M.Tech programmes and



then the % marks / CGPA obtained by the candidate in BE / B.Tech will be considered to determine the eligibility of the candidate.

10. If a single degree i.e. ME / M.Tech is awarded to the candidates at the end of Integrated ME / M.Tech programme, then the consolidated marks obtained by the candidate at the end of Integrated ME / M.Tech programme will be reckoned for deciding the eligibility.

11. Candidates pursuing / completed their graduation BE / B.Tech in combined / integrated disciplines / inter-disciplinary subjects like Mechatronics / Robotics etc will not be eligible.

12. Wherever final marks in the qualifying degree have been awarded as letter/ number grade (CGPA/ GPI/ SGPA etc), equivalent percentage of marks (calculated to the nearest two decimals) for establishing eligibility criteria shall be arrived at by referring to CGPA to percentage conversion formula adopted by the respective Institution/ University. Such candidates would have to submit the conversion certificate issued by the concerned Institution/ University at the time of Application Verification.

13. However, in case the Institute does not follow any conversion formula for converting CGPA or percentage, the Company shall be at liberty to arrive at equivalent percentage of marks by adopting a multiplication factor to arrive at equivalent percentage of marks. Candidates from such College/ Institute will have to submit a certificate mentioning that their College/ Institute does not follow CGPA to Percentage conversion formula at the time of Application Verification.

14. Candidates enrolled in final semester (where semester-system is applicable)/ final year (where year-system) are allowed to apply, subject to the condition that they must be in possession of final result at the time of Application Verification, failing which, their candidature will not be considered for further process.

15. The date of declaration of result/issuance of Mark Sheet shall be considered to be the date of acquiring the qualification and there shall be no relaxation on this account.

16. No claim of possession of a qualification equivalent to prescribed qualification shall be entertained. PHL reserves the right to take a final decision in considering an Engineering Discipline as eligible in case different from those mentioned above.

17. Where a specialisation is required in the qualifying degree in the

letter indicating the Issuing Authority (with letter number & date) clearly specifying the specialisation in the qualifying degree. However, final decision regarding selection of such candidates will be taken by the Company.

CONCESSIONS / RELAXATIONS:

- a) Reservation of posts for SC/ ST/ OBC (NCL)/ PwBD and EWSs will be made as per Government of India directives.
- b) Relaxation in Upper Age Limit as under will be extended as per Government of India directives:

<u>Category</u>	<u>Relaxation in Upper Age Limit</u>
Scheduled Caste (SC)	5 years
Scheduled Tribe (ST)	5 years
OBC (Non Creamy Layer)	3 years
PwBD	10 years
Candidates domiciled in Jammu & Kashmir between 1/1/1980 & 31/12/1989	5 years
Ex-Servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to rendering minimum 5 years military service and fulfilment of other conditions prescribed by the Government of India	5 years

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For getting the benefits of reservation under Scheduled Caste (SC)/ Scheduled Tribe (ST) category:

- a) Candidates applying against vacancies reserved for SC/ST category should submit Caste Certificate issued on or before the last date for submission of application i.e. 21.07.2025 by the Competent Authority, at the time of Application verification.
- b) Name of Caste/ Tribe to which candidate belongs must appear in the Central List of SC and ST or respective State as notified respectively by Ministry of Social Justice & Empowerment, Government of India and Ministry of Tribal Affairs, Government of India.
- c) The Caste/ Tribe certificate must contain date of issue along with certificate number and name of the Caste/ Tribe mentioned in the certificate should be spelled exactly in the same manner as appearing in the Central list of SC/ST for the respective State.
- d) Candidates should be able to produce SC/ST certificate issued by the Competent Authority in the latest prescribed format applicable for purpose of reservation in appointment to posts under Government of India/ Central Government Public Sector Undertakings.

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- a) Candidates belonging to OBC category but coming in the 'CREAMY LAYER' are not entitled to OBC reservation and age relaxation. They should apply under UNRESERVED category.
- b) Candidates belonging to OBC 'NON-CREAMY LAYER' category will have to produce valid OBC (NCL) certificate in support of their belonging to OBC community in the Central List of OBC, in the format for appointment to posts under the Government of India issued by the Competent Authority in the financial year 2024-25 and containing the non-creamy layer clause, at the time of Application Verification.

For getting the benefits of reservation under Economically Weaker Section (EWSs) category:

- a) Candidates belonging to EWS category will have to submit Income & Asset Certificate valid for the financial year 2024-25 issued by the Competent Authority in the prescribed format as per OM No. 36039/1/2009-Estt (Res) dated 31/01/2019 of DoPT, Ministry of PPG&P, Government of India at the time of Application Verification.
- b) The Income and Asset Certificate shall be valid for the financial year 2024-25 and shall be prepared on the basis of income and asset verification for the financial year 2023-24.
- c) Name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General/Samanya" etc. will not suffice.
- d) Candidates should be able to produce EWS certificate issued by the Competent Authority at time of document verification.
- e) Candidate's photo on the certificate should be duly pasted, signed and stamped by the Issuing Authority.

For getting the benefits of reservation under Persons with Benchmark Disabilities (PwBD) category:

Candidates applying against vacancies reserved for PwBD category should note that they have to submit valid Disability Certificate issued on or before cut-off-date i.e. 21.07.2025 by the Competent Authority as per Government of India Guidelines, at the time of Application Verification.

The candidate should meet following criteria to claim relaxation and reservation under PwBD category:

- Nature of Disability - Permanent
- Degree of Disability - Minimum 40%

Candidates should be able to produce PwBD certificate issued by the Competent Authority in the latest prescribed format applicable for purpose of reservation in appointment of posts under Government of India/ Central Government Public Sector Undertaking.

PRE-EMPLOYMENT MEDICAL EXAMINATION GUIDELINES:

Final selection and joining of candidates is subject to meeting the physical fitness criteria as prescribed by the Company.

IMPORTANT DATES:

Event	Date
Opening date for receipt of On-Line applications	21.06.2025
Closing date for submission of On-Line applications	21.07.2025

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The availability of Schedule for Application Verification will be announced on PHL website: pawanhans.co.in

SELECTION:

Selection will be made on the basis of GATE-2025 Score and interview.

The final selection of the candidates will be on the basis of the parameters - Educational Qualification; Performance in the GATE-2025 and performance in the interview. Following weightages shall be assigned to the parameters:

Parameters	Marks
Weightage of GATE-2025 score in Primary Paper	80
Personal Interview	20*
Total	100

(*) Marks to be awarded in Personal Interview (20 marks) are described in the following table:

Qualification	Marks awarded
Additional Desirable Secondary Qualification	02
Problem Solving & Critical Thinking	04
Communication Skill & Team Player	04
Leadership Skill	04
Performance in Interview & General Personality	06
Total	20

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In order to be empanelled, candidates are required to qualify in the GATE-2025 and thereafter again in the personal interview separately, in addition to fulfilling qualification criteria. To qualify in the interview, General, EWS & OBC candidates are required to score minimum 60% marks i.e. 12 marks out of 20 and SC/ST/PwBD candidates are required to score a minimum of 50% marks i.e. 10 marks out of 20 marks in interview.

FINALISATION OF MERIT LIST:

- Candidates who qualify in the interview shall be empanelled in the Merit List.
- Offer of appointment shall be issued to the candidates based on their relative rank in the Merit List prepared on the weighted sum total of marks scored by the candidate in Qualification, GATE-2025 score and interview.
- In case of a tie in the total marks scored between two candidates, candidate who gets more marks in performance (weightage of GATE-2025 score) is considered senior and if equal marks are

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d. Appointment of selected candidates will be subject to their passing the Company's Medical Examination.

TRAINING:

Training will be imparted for a period of one year. During training period, selected Graduate Engineer Trainees will be provided with appropriate theoretical/ practical inputs.

STIPEND:

The Graduate Engineer Trainees will be paid a consolidated stipend of Rs. 50,000 (Rupees Fifty Thousand only) per month all-inclusive for the training period till they qualify for absorption. In addition, certain specified benefits, as decided by the PHL Management, may also be admissible during training period.

OTHER BENEFITS:

Leave:

The Graduate Engineer Trainees will be allowed 20 days Leave in a calendar year during training period. Subsequent to their absorption in the Company, they will be governed by PHL Leave Rules.

Insurance Coverage:

The Graduate Engineer Trainees will be extended insurance coverage for Rs. 5.00 lakh for self & spouse during training period. Subsequent to their absorption in the Company, they will be admissible for Medical Allowance & Reimbursement of Hospitalisation expenses as per rules of the Company.

Absorption:

On successful completion of training, the Graduate Engineer Trainees would be considered for absorption in Company in the pay scale of E-1 of Rs. 40,000-3%-1,40,000 subject to availability of vacancies as well as suitability, utility & performance during training assessed by a duly constituted Committee.

Service Agreement Bond/Submission of FDR:

The selected candidate will be required to execute a Service Agreement Bond or submit FDR in name of individual having lien in the name of Pawan Hans Limited for Rs. 3,00,000 (Rupees three lakh only) at time of appointment to successfully complete the prescribed training and to thereafter serve the Pawan Hans Limited for minimum 3 (three) years.

Probation / Confirmation

The Graduate Engineer Trainees, on their absorption, will be placed on probation for a period of one year from the date of joining on absorption. On satisfactory completion of the probation period, confirmation shall be made with the approval of Competent Authority. However, they shall not be deemed to have been completed the probation period unless they are informed of it in writing. .

Resignation:

In case of resignation, the Graduate Engineer Trainees would be required to give one month's notice.

Performance Review / Termination of Service

The performance & conduct of the Graduate Engineer Trainees will be reviewed periodically during the training period and if found unsatisfactory, their services are liable to be terminated by giving one months' notice. Subsequent to their absorption in the Company, they would be governed by the Service Rules & Regulations including the Conduct Discipline & Appeal Rules, Administrative Orders of the Company and any such Order / Rule that may be in force from time to time.

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The Graduate Engineer Trainees during training period and pursuant to their absorption in the Company can be posted at any Regional Office/ Unit/ Project etc of the Company anywhere in India or abroad at discretion of the PHL Management.

ACTION AGAINST MISCONDUCT:

- (i) Candidates are advised in their own interest that they should not furnish any documents / information that are false, tampered, fabricated or should not suppress any material information while filling up the "on-line" application. PHL will not be responsible for any consequence of furnishing of such wrong/false information.
- (ii) At any stage of recruitment or later, if a candidate is or has been found guilty of any misconduct such as:
 - a) Using unfair means or obtaining support for his/her candidature by unfair means; or
 - b) Impersonating or procuring impersonation by any person; or
 - c) Resorting to any irregular means in connection with his/her candidature during selection process; or
 - d) Canvassing in any form /using undue influence for his/her candidature by any means;
 - e) Submitting of false certificates/documents/ information or concealment /suppression of factual information at any stage;
 - f) Giving wrong information regarding his/her category (SC/ST/OBC(NCL)/EWS/PwBD/Ex-Serviceman/PHL Apprentice) while applying for the post or thereafter;
 - g) Such candidates may be summarily rejected/cancelled at any stage of recruitment process terminated from service after recruitment or joining, apart from initiating any other action or taking legal recourse as deemed fit.

HOW TO APPLY:

Candidates fulfilling the eligibility criteria may apply online through the link available on **www.pawanhans.co.in** under tab "**Careers**".

Before filling online application, the candidate should keep scanned copies of all educational qualification certificates, experience certificates (if any), Photograph, caste, class etc. at hand.

Candidates should enter their Name, Father's Name and Date of Birth as recorded in the Matriculation certificate only. In case of subsequent change in name, candidates should indicate their changes only in the Online Application. However, other details should match with the Matriculation Certificate. Gazette Notification or any other legal document as applicable should be submitted at the time of Document Verification.

After filling online application form, applicants are required to take print out of duly filled-in & signed online application form and send the same after affixing a recent passport size photograph accompanied with copies of self-attested testimonials in support of age, caste/class, qualification, experience (if any), and proof of payment of application fee of Rs. 295/- 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 21.07.2025**. Candidates belonging to SC, ST and PwBD are exempted from payment of application fee.

Candidates are required to pay a non-refundable application fee of **Rs. 295/-** (Rupees two hundred ninety five) inclusive of GST @ 18% through online mode. In case candidate is unable to pay the fee online, he can deposit the same in form of Demand Draft drawn in favor of Pawan Hans Limited

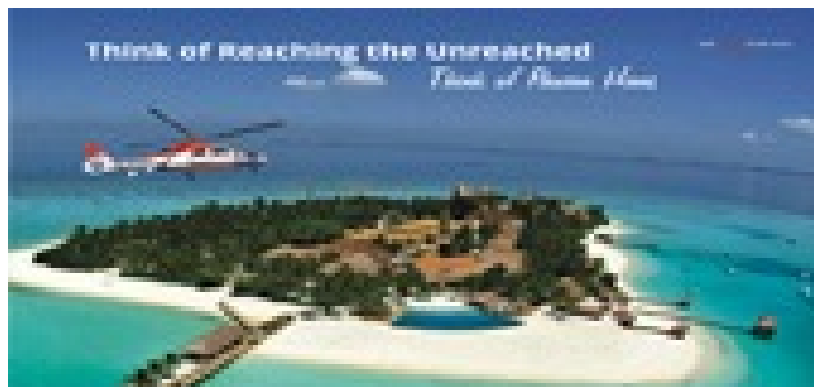
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GENERAL INSTRUCTIONS:

- Only Indian Nationals are eligible to apply.
- 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.
 - to reject any application, cancel the post/s or candidature without assigning any reasons thereof.
 - to relax age/qualification & other qualifying criteria in deserving cases.
- It is incumbent upon the candidate to go through the advertisement carefully and clear all doubts/queries before interview/selection.
- Furnishing of unsigned/ incomplete/ inconsistent/ ambiguous information in the application without proof of certificates or application received after last date are liable to be rejected and will lead to disqualification of the candidature.
- 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.
- Outstation candidates called for interview will be reimbursed II Sleeper class fare by train through direct shortest route subject to production of proof. However, if candidate fails to produce any of the original document's vis-a-viz qualification/s, caste, experience (if any), etc., he will not be permitted to appear for the interview and travelling allowance will not be reimbursed. 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 uploaded only on the website of PHL and can be published in the newspapers at the discretion of

- The eligibility criteria for determination of age and other criteria etc. will be calculated as on the last date for receipt of application i.e. 21.07.2025.
- 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.

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