

No.A-12018/3/2022-Recruitment Section  
Government of India  
Ministry of Civil Aviation  
Directorate General of Civil Aviation  
[www.dgca.nic.in](http://www.dgca.nic.in)

Opp. Safdarjung Airport,  
Aurobindo Marg, New Delhi-110 003  
Dated: 30<sup>th</sup> August, 2023

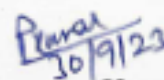
**OFFICE MEMORANDUM**

Subject: Revision of Recruitment Rules for Group 'A' posts of Aircraft Engineering Directorate in Directorate General of Civil Aviation – reg.

The undersigned is directed to refer to the subject mentioned above and to place a copy of draft Recruitment Rules on the Directorate General of Civil Aviation's website for inviting comments from the stakeholders, in accordance to the instructions contained in DoP&T OM No. AB-14017/61/2008-Estt (RR) dated 13.10.2015.

2. All the concerned are requested to forward their suggestion/comments to Recruitment Section, Directorate General of Civil Aviation **latest by 30<sup>th</sup> September, 2023**. The comments may also be e-mailed to [rrcell.dgca@nic.in](mailto:rrcell.dgca@nic.in).

Encl: as above.

  
(Pranava Kumar)  
Deputy Director

## SCHEDULE

Name of post.	Number of post.	Classification.	Level in pay matrix.	Whether selection post or non-selection post.
(1)	(2)	(3)	(4)	(5)
1. Director (Aircraft Engineering).	<b>10*</b> <b>(2023)</b> <b>*Subject to variation dependent on work load.</b>	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Level-13 in the pay matrix.	Selection.

Age limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in case of promotees.	Period of probation if any.	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of vacancies to be filled by various methods.
(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	<b>By promotion failing which by deputation (including short term contract).)</b>

In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/ absorption is to be made.	If Departmental Promotion Committee exists, what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
<p><b>Promotion:</b></p> <p>Deputy Director (Aircraft Engineering) in level-12 in the pay matrix with five years' regular service in the grade.</p> <p><b>Training:</b> In-house (within Directorate General of Civil Aviation) training shall be imparted as on the job training, which shall include initial or induction training, recurrent training to maintain or upgrade the competency level and also for updating their awareness to relevant regulations or development followed by specialized or technical training and Directorate General of Civil Aviation shall nominate officers for technical or developmental courses as applicable.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.</p> <p><b>Deputation</b> (including short-term contract):</p> <p>Officers of the Central Government or State Governments or Union territories or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organisations,-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or</p>	<p>Group 'A' Departmental Promotion Committee consisting of :-</p> <ol style="list-style-type: none"> <li>1. Chairman or Member, Union Public Service Commission-Chairman;</li> <li>2. Secretary, Ministry of Civil Aviation - Member ;</li> <li>3. Director General of Civil Aviation - Member.</li> </ol>	<p>Not applicable (In case of deputation consultation from UPSC is not necessary)</p>

<p>Department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level-12 or equivalent in pay matrix in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience:-</p> <p><b>(i) Degree in Aeronautical or Electricals or Electronics or Mechanical or Metallurgical or Aerospace or Avionics Engineering from a recognized university;</b></p> <p>(ii) twelve years' experience in aeronautical research and development.</p> <p>Note 1: The Departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation and similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government shall ordinarily not exceed five years.</p> <p>Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years, as on the closing date of receipt of applications.</p>		
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(1)	(2)	(3)	(4)	(5)
2. Deputy Director (Aircraft Engineering).	<b>20*</b> <b>(2023)</b> <b>*Subject to variation dependent on work load.</b>	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Level – 12 in the pay matrix.	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	<b>Promotion failing which by deputation (including short-term contract)</b>

(11)	(12)	(13)
<p><b>Promotion:</b></p> <p>Assistant Director (Aircraft Engineering) in level-11 in the pay matrix with five years regular service in the grade.</p> <p><b>Training:</b> In-house (within Directorate General of Civil Aviation) training shall be imparted as on the job training, which shall include initial or induction training, recurrent training to maintain or upgrade the competency level and also for updating their awareness to relevant regulations or development followed by specialised or technical training and Directorate General of Civil Aviation shall nominate officers for technical or developmental courses as applicable.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered</p>	<p>Group 'A' Departmental Promotion Committee consisting of:-</p> <ol style="list-style-type: none"> <li>1. Chairman or Member, Union Public Service Commission - Chairman;</li> <li>2. Secretary, Ministry of Civil Aviation – Member;</li> <li>3. Director General of Civil Aviation- Member.</li> </ol>	<p>Not applicable (In case of deputation consultation from UPSC is not necessary)</p>

<p>provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.</p> <p><b>Deputation</b>(including short-term contract) :</p> <p>Officers of the Central Government or State Governments or Union territories or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organisations,-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level-11 in pay matrix in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience:-</p> <p>(i) <b>Degree in Aeronautical Engineering or Electricals or Electronics or Mechanical or Metallurgical or Aerospace or Avionics Engineering from a recognised university;</b></p> <p>(ii) ten years' experience in aeronautical research and development or design or laboratory investigation of failed aircraft parts or Flight recorders involved in accident or incident or Airworthiness Engineering.</p>		
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<p>Note 1: The Departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation and similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government shall ordinarily not exceed four years.</p> <p>Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years, as on the closing date of receipt of applications.</p>		
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(1)	(2)	(3)	(4)	(5)
3. Assistant Director (Aircraft Engineering).	<b>32 *</b> <b>(2023)</b> <b>*Subject to</b> <b>variation</b> <b>dependent on</b> <b>workload.</b>	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Level-11 in the pay matrix.	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	<b>Promotion failing which by deputation (including short-term contract)</b>

(11)	(12)	(13)
<b>Promotion:</b>  Aeronautical Officer in level-10 in the pay matrix with five years' regular service in the grade.  <b>Training :</b> In-house (within Directorate General of Civil Aviation) training shall be imparted as on the job training, which shall include initial or induction training, recurrent training to maintain or upgrade the competency level and also for updating their awareness to relevant regulations or development followed by specialized or technical training. Directorate General of Civil Aviation shall nominate officers for technical or developmental courses as applicable.	Group 'A' Departmental Promotion Committee consisting of :-  1. Secretary, Ministry of Civil Aviation – Chairman;  2. Director General of Civil Aviation-Member;  3. Joint Director General of Civil Aviation (concerned)- Member;  4. Director (Finance and Administration), Directorate General of Civil Aviation - Member.	Not applicable (In case of deputation consultation from UPSC is not necessary)



<p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.</p> <p><b>Deputation</b>(including short-term contract) :</p> <p>Officers of the Central Government or State Governments or Union territories or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organisations,-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level-10 in the pay matrix in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience:-</p>		
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<p><b>(i) Degree in Aeronautical or Electrical or Electronics or Mechanical or Metallurgical or Aerospace or Avionics Engineering from a recognised university;</b></p> <p>(ii) five years' experience in aeronautical research and development or design or laboratory investigation of failed aircraft parts or Flight Recorders involved in accident or incident or Airworthiness Engineering.</p> <p>Note 1: The Departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation and similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or department of the Central Government shall ordinarily not exceed four years.</p> <p>Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.</p>		
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(1)	(2)	(3)	(4)	(5)
4. Aeronautical Officer.	<b>38 *</b> <b>(2023)</b> <b>*Subject to variation dependent on workload.</b>	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Level-10 in the pay matrix	Not applicable.

(6)	(7)	(8)	(9)	(10)
<p>Not exceeding 35 years.</p> <p>Note 1: Relaxable for Government servants up to five years in accordance with the instructions or orders issued by the Central Government.</p> <p>Note 2: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya,</p>	<p><b>Essential:</b></p> <p>(i) <b>Degree in Aeronautical or Electrical or Electronics or Mechanical or Metallurgical or Aerospace or Avionics Engineering from a recognised University.</b></p> <p>(ii) Two years' experience in aircraft design and development including aircraft electrical or electronics or mechanical systems or airworthiness engineering.</p> <p><b>Desirable:</b></p> <p>One year experience in aeronautical research and development or design or laboratory investigation of failed aircraft parts or Flight Recorders</p>	Not applicable.	Two years.	<p>By direct recruitment.</p> <p><b>Training:</b> The newly inducted officers shall be provided an induction training to enable them to get a general understanding about the organisation, its vision and mission and acquire necessary competency required for performing their job, and after completion of initial induction training, the newly inducted officers shall be provided on the job training to enable them to handle their responsibility independently.</p> <p>Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled</p>

<p>Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep.</p>	<p>involved in accident or incident or Airworthiness Engineering.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			<p>on deputation (including short-term contract) basis from the officers of the Central Government or State Governments or Union territories or Public Sector Undertakings or Recognised Research Institutions or Universities or Semi Government or Statutory or Autonomous Organisations,-</p> <p>(a) (I) holding analogous posts on regular basis in the parent cadre or Department and possessing the educational qualification and experience prescribed for direct recruits under column (7).</p> <p>Note 1: Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 2: The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years</p>
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				as on the closing date of receipt of applications.
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(11)	(12)	(13)
Not applicable.	<p>Group 'A' Departmental Confirmation Committee consisting of:-</p> <ol style="list-style-type: none"> <li>1. Director General of Civil Aviation - Chairman;</li> <li>2. Deputy Secretary/Director of Admn. Section, Ministry of Civil Aviation – Member;</li> <li>3. Joint Director General of Civil Aviation concerned – Member;</li> <li>4. Director (Finance and Administration), Directorate General of Civil Aviation - Member.</li> </ol>	Consultation with Union Public Service Commission is necessary.

[File No. A-12018/3/2022-Recruitment Section]

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