

No.A-12018/4/2022-Recruitment Section
Government of India
Ministry of Civil Aviation
Directorate General of Civil Aviation
www.dgca.nic.in

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

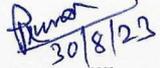
OFFICE MEMORANDUM

Subject: Revision of Recruitment Rules for Group 'A' posts of Directorate of Airworthiness 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 30th September, 2023**. The comments may also be e-mailed to rrcell.dgca@nic.in.

Encl: as above.


30/8/23
(Pranava Kumar)
Deputy Director

SCHEDULE

Name of Post	Number of post	Classification	Level in the pay matrix.	Whether Selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
1. Director of Airworthiness.	17* (2023) *subject to variation depending upon work load.	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Level-13.	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 the case of promotees.	Period of probation if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and the percentage of the vacancies to be filled by various methods.
(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	By promotion failing which by deputation including short term contract.

In case of recruitment by promotion or by deputation/absorption, grades from which promotion or deputation/absorption is to be made	If a Departmental Promotion Committee exists, what is its composition?	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
(11)	(12)	(13)
<p>Promotion:</p> <p>Deputy Director of Airworthiness in Level 12 in the Pay Matrix with five years of regular service in the grade and have successfully completed two to four weeks training in the field of airworthiness as prescribed by Competent Authority from time to time.</p> <p>Note.- Where juniors who have completed their qualifying /eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying /eligibility service by more than half of such qualifying /eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to</p>	<p>Group 'A' Departmental Promotion Committee consisting of:-</p> <p>(i) Chairman/Member, UPSC-Chairman;</p> <p>(ii) Secretary, Ministry of Civil Aviation – Member;</p> <p>(iii) Director General of Civil Aviation-Member.</p>	<p>Not Applicable (In case of deputation consultation from UPSC is not necessary)</p>

the next higher grade along with their juniors who have already completed such qualifying/eligibility service.

Deputation (including short-term contract):

Officers of the Central Government or State Governments or Union Territories or Autonomous or Statutory Organisations or Public Sector Undertakings or Universities or Recognised Research Institutions:-

(a) (i) holding analogous post on regular basis in the parent cadre or department; or

(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in Level-12 in the pay matrix or equivalent in the parent cadre/ department; and

(b) possessing the following educational qualifications: -

Essential:

(i) Possess a Bachelor's Degree in Physics or Mathematics or Aircraft Maintenance or Engineering Degree in Aeronautical or Mechanical or Electrical or Electronics or Telecommunication from a recognised University or equivalent, and

(ii) Possess a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in either of the Categories B1 or B2 issued by Directorate General of Civil Aviation.

Note: - Person holding Engineering Degree in Aeronautical may be considered without possessing a valid Aircraft Maintenance Engineer's Licence.

Experience:

Minimum combined experience of twelve years in an aircraft continuing airworthiness management Organisation and aircraft maintenance Organisation approved by Directorate General of Civil Aviation in case of the

person possessing a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in Categories B1 or B2 or holding Engineering Degree in Aeronautical.

Desirable:

Experience in the actual performance of maintenance, repair and modification of aircraft, engines and aircraft systems or components in:

(i) an maintenance Organisation, air operator maintenance facility and/or maintenance training Organisation approved by the Directorate General of Civil Aviation; and/or

(ii) defence aircraft repair facility or appropriate state government agency.

Note 1. - The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.

Note 2. – The period of deputation (including short term contract) including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/ department of the Central Government shall ordinarily not to exceed five years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.

(1)	(2)	(3)	(4)	(5)
2. Deputy Director of Airworthiness.	66 * (2023) *subject to variation dependent on workload.	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Level 12.	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	By promotion failing which by deputation including short term contract.

(11)	(12)	(13)
<p>Promotion:</p> <p>Assistant Director of Airworthiness in Level 11 in the Pay Matrix with five years of regular service in the grade and have successfully completed two to four weeks training in the field of airworthiness as prescribed by Competent Authority from time to time.</p> <p>Note.- Where juniors who have completed their qualifying /eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying /eligibility service by more than half of such qualifying /eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p> <p>Deputation (including short term contract):</p> <p>Officers in Central Government or State Governments or Union Territories or Autonomous or Statutory Organisations or Public Sector Undertakings or Universities or Recognised Research Institutions:-</p> <p>(a) (i) holding analogous post on regular basis in the parent cadre or department; or</p>	<p>Group 'A' Departmental Promotion Committee consisting of:-</p> <p>(i) Chairman/Member, Union Public Service Commission-Chairman;</p> <p>(ii) Secretary, Ministry of Civil Aviation-Member;</p> <p>(iii) Director General of Civil Aviation – Member.</p>	<p>Not Applicable. (In case of deputation, consultation from UPSC is not necessary)</p>

(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in Level-11 in the pay matrix or equivalent in the parent cadre/department; and

(b) possessing the following educational qualification and experience: -

Essential:

(i) Possess a Bachelor's Degree in Physics or Mathematics or Aircraft Maintenance or Engineering Degree in Aeronautical or Mechanical or Electrical or Electronics or Telecommunication from a recognised University or equivalent, and

(ii) Possess a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in either of the Categories B1 or B2 issued by Directorate General of Civil Aviation.

Note:- Person holding Engineering Degree in Aeronautical may be considered without possessing a valid Aircraft Maintenance Engineer's Licence.

Experience:

(i) Minimum ten years in an aircraft continuing airworthiness management Organisation and aircraft maintenance Organisation approved by Directorate General of Civil Aviation in case of the person possessing a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in Categories B1 or B2 or holding Engineering Degree in Aeronautical.

Desirable:

Experience in the actual performance of maintenance, repair and modification of aircraft, engines and aircraft systems or components in:

(i) an maintenance Organisation, air operator maintenance facility and/or maintenance training Organisation approved by the Directorate General of Civil Aviation; and/or

(ii) defence aircraft repair facility or appropriate state government agency.

<p>Note 1. - The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2. - The 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/ department of the Central Government shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation (including short term contract) shall not be 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 of Airworthiness.	102 * (2023) *subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted, Non-Ministerial.	Level-11.	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	By promotion failing which by deputation including short term contract.

(11)	(12)	(13)
<p>Promotion:</p> <p>Airworthiness officer in Level 10 in the pay matrix with five years of regular service in the grade and have successfully completed two to four weeks training in the field of airworthiness as prescribed by Competent Authority from time to time.</p> <p>Note 1: The existing incumbents on the date of notification of the recruitment rules who do not possess educational qualifications and experience prescribed</p>	<p>Group 'A' Departmental Promotion Committee consisting of:-</p> <p>(i) Secretary, Ministry of Civil Aviation – Chairman;</p> <p>(ii) Director General of Civil Aviation – Member.</p> <p>(iii) Joint Director General of Concerned Directorate – Member.</p>	<p>Not Applicable .</p> <p>(In case of deputation, consultation from UPSC is not necessary)</p>

for Direct Recruits for the post of Airworthiness Officer shall be required to successfully complete additional training as specified by Directorate General of Civil Aviation.

Note 2: - Where juniors who have completed their qualifying /eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.

Deputation (including short term contract):

Officers of the Central Government or State Governments or Union Territories or Universities or Recognised Research Institutions or Public Sector Undertakings or Statutory or Autonomous Organisations:-

(a)(i) holding analogous posts on regular basis in the Parent Cadre/Department; or

(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 or equivalent in the parent cadre/ department; and

(b) possessing the following educational qualification and experience: -

Essential:

(i) Possess a Bachelor's Degree in Physics or Mathematics or Aircraft Maintenance or Engineering Degree in Aeronautical or Mechanical or Electrical or Electronics or Telecommunication from a recognised University or equivalent, and

(ii) Possess a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in either of the Categories B1 or B2 issued by Directorate General of Civil Aviation.

Note: Person holding Engineering Degree in Aeronautical may be considered without possessing a valid Aircraft Maintenance Engineer's Licence.

Experience:

Minimum five years in an aircraft continuing airworthiness management organisation and aircraft maintenance organisation approved by Directorate General of Civil Aviation in case of the person possessing a valid Aircraft Maintenance Engineer's(AME) license endorsed in Category B1 or B2 or holding Engineering Degree in Aeronautical.

Desirable:

Experience in the actual performance of maintenance, repair and modification of aircraft, engines and aircraft systems or components in:

- (i) an maintenance Organisation, air operator maintenance facility and/or maintenance training Organisation approved by the Directorate General of Civil Aviation; and/or
- (ii) defence aircraft repair facility or appropriate state government agency

Note 1. - The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.

Note 2. – The period of deputation (including short term contract) including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/ department of the Central Government shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation shall not be exceeding 56 years as on the closing date of receipt of applications.

(1)	(2)	(3)	(4)	(5)
4. Airworthiness Officer.	121* (2023) *Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted, Non-Ministerial.	Level-10.	Not applicable.

(6)	(7)	(8)	(9)	(10)
<p>Not exceeding 35 years.</p> <p>(Relaxable for Government servants up to five years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note: The crucial date for determining the age-limit shall be as advertised by the Union Public Service Commission.</p>	<p>Essential:</p> <p>(i) Possess a Bachelor's Degree in Physics or Mathematics or Aircraft Maintenance or Engineering Degree in Aeronautical or Mechanical or Electrical or Electronics or Telecommunication from a recognised University or equivalent, and</p> <p>(ii) Possess a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in either of the Categories A or B1 or B2 issued by Directorate General of Civil Aviation.</p> <p>Note: Person holding Engineering Degree in Aeronautical may be considered without possessing a valid Aircraft Maintenance Engineer's Licence.</p> <p>Experience:</p> <p>(i) Minimum combined experience of three years in an aircraft continuing airworthiness management organisation and aircraft maintenance organisation approved by Directorate General of Civil Aviation in case of the person possessing a valid Aircraft Maintenance Engineer's (AME) licence</p>	Not applicable.	<p>Two years subject to successful completion of mandatory induction training.</p> <p>Training:</p> <p>The newly inducted officers shall be provided an induction training for a period of minimum two weeks to enable officers to get a general understanding about the organisation, its vision and mission and acquire necessary competency required for performing their job. After completion of initial induction training, the newly inducted officers will be provided on the job training to enable them to handle their responsibility independently.</p>	<p>By Direct Recruitment.</p> <p>Note. – Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more may be filled on deputation basis from officers of Central Government:-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre/ department; or</p> <p>(ii) with two years' service in the grade rendered after appointment thereto on a regular basis in posts in Level-8 in the pay matrix or Equivalent in the parent Cadre/Department; and</p> <p>(b) possessing the qualifications and experience prescribed for direct recruits under column (7).</p> <p>[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/Department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (including</p>

	<p>endorsed in Categories B1 or B2 or holding Engineering Degree in Aeronautical.</p> <p>(ii) Minimum five years in an aircraft continuing airworthiness management organisation and aircraft maintenance organisation approved by Directorate General of Civil Aviation in case of the person possessing a valid Aircraft Maintenance Engineer's (AME) licence endorsed in Category A .</p> <p>Desirable:</p> <p>Experience in the actual performance of maintenance, repair and modification of aircraft, engines and aircraft systems or components in:</p> <p>(i) a maintenance organisation, air operator maintenance facility and/or maintenance training Organisation approved by the Directorate General of Civil Aviation; and/or</p> <p>(ii) defence aircraft repair facility or appropriate state government agency.</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 the case of candidates belonging to the</p>			<p>short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications].</p>
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	Scheduled Castes and 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 requisites experience are not likely to be available to fill up the posts reserved for them.			
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(11)	(12)	(13)
Not applicable.	Group 'A' Departmental Confirmation Committee consisting of:- (i) Director General of Civil Aviation - Chairman; (ii) Deputy Secretary, Ministry of Civil Aviation – Member; (iii) Joint/Deputy Director General of Civil Aviation (concerned) –Member; (iv) Director (Finance & Administration) – Member.	Consultation with Union Public Service Commission necessary. (In case of deputation consultation from UPSC is not necessary)

File No. A-12018/04/2022 – Recruitment Section

(Pavan Malviya)
Deputy Director (Admin)

The Manager,
Government of India Press,
Maya Puri, Ring Road,
Delhi-110054. (With Hindi version)