

No.A-12018/5/2022-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' post of Air Safety 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*  
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 Air Safety.	8 * (2023). *Subject to variation dependent on the work load.	General Central Service 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 percentage of the vacancies to be filled by various methods.
(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable	Promotion failing which by deputation including short term contract.

In case of recruitment by promotion or deputation/absorption grades from which promotion or deputation/absorption to be made.	If a Departmental Promotion Committee exists, what is the composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
Promotion:  Deputy Director of Air Safety in Level-12, in pay matrix with five years' service in the grade.  Training:	Group 'A' Departmental Promotion Committee consisting of :-  (i) Chairman / Member, Union	Not Applicable . (In case of deputation, consultation from UPSC is not necessary

<ul style="list-style-type: none"> <li>i. Air Safety Refresher; and</li> <li>ii. one training on specific Aircraft covering system description and operations at any stage from entry level.</li> </ul>	Public Service Commission - Chairman;	
<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 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 along with their juniors who have already completed such qualifying or eligibility service.</p>	(ii) Secretary, Ministry of Civil Aviation - Member;	
<p>Deputation (including short term contract):-</p>	(iii) Director General of Civil Aviation - Member.	
<p>Officers under the Central or State Governments or Union territories or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organizations,-</p>		
<p>(a) (i) holding analogous posts 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 in the parent cadre or Department; and</p>		
<p>(b) possessing the following educational qualification and experience:-</p>		
<p><b>(1) Educational Qualifications:</b></p>		
<p><b>Degree in Aeronautical Engineering from a recognized university.</b></p>		
<p style="text-align: center;"><b>OR</b></p>		
<p><b>(i) Bachelor's Degree in Physics &amp; Mathematics or Engineering Degree in Mechanical/Electrical/Electronics from a recognized university; and</b></p>		
<p><b>(ii) Possess a Valid Aircraft Maintenance Engineers (AME) License endorsed in the aircraft with all up weight more than 5700 Kgs either of the categories B1 (Airframe &amp; Engine) or B2 (Avionics) issued by the DGCA.</b></p>		
<p><b>(2) Experience:</b></p>		

(i) Eleven years' experience in airframe, aircraft structure systems or design or engines or power plants or electrical or instruments or avionics or Investigation of Aviation Occurrences, Implementation of Safety Management System, and Audits and Surveillances in an approved Public Sector Undertaking or Government Manufacturing or Overhauling or Maintenance Establishment. Knowledge of Civil Aviation in all its aspects such as Flying Operators, Air Navigations, Tele-communication, Aircraft Structures, Aero-engines, Aircraft System, Meteorology and Air Traffic Control.

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: 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 to exceed five years.

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 the receipt of applications.

(1)	(2)	(3)	(4)	(5)
2. Deputy Director of Air Safety.	16* (2023). *Subject to variation dependent on the work load.	General Service, Gazetted, Ministerial.	Central Group 'A' non-	Level-12. Selection.

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

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11	12	13
<p>Promotion: Assistant Director of Air safety in Level-11 in Pay Matrix with five years' service in the grade after appointment thereto on a regular basis.</p> <p>Training: -</p> <ul style="list-style-type: none"> <li>i. Air Safety Refresher – in house;</li> <li>ii. Aircraft Accident/incident investigation training – in house; and</li> <li>iii. Safety Management System.</li> </ul> <p>Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would 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 along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short term contract):-</p> <p>Officers under the Central or State Governments or Union territories or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organizations:-</p> <p><u>(a)(i) holding analogous posts on regular basis in the Parent Cadre or Department; or</u></p> <p><u>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in Level- in the pay matrix in the Parent Cadre or Department; and</u></p> <p><u>(b) possessing the following educational qualifications and experience:-</u></p> <p><b>(1) Educational Qualifications:</b></p> <p><b>Degree in Aeronautical Engineering from a recognized university.</b></p> <p style="text-align: center;"><b>OR</b></p>	<p>Group 'A' Departmental Promotion Committee:</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>

<p>(i) Bachelor's Degree in Physics &amp; Mathematics or Engineering Degree in Mechanical/Electrical/Electronics from a recognized university; and</p> <p>(ii) Possess a Valid Aircraft Maintenance Engineers (AME) License endorsed in the aircraft with all up weight more than 5700 Kgs either of the categories B1 (Airframe &amp; Engine) or B2 (Avionics) issued by the DGCA.</p> <p><b>(2) Experience:</b></p> <p>(i) nine years' experience in Airframe, aircraft structure systems or design or engines or power plants or electrical or instruments or avionics or investigation of Aviation Occurrences, Implementation of Safety Management System, and Audits &amp; Surveillances in an approved Public Sector Undertaking or Government Manufacturing or Overhauling or Maintenance Establishment or Navigator's or Pilots License or Experience in Investigation of Aircraft Accidents.</p> <p><u>Note 1: The Departmental officers in feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation/absorption. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</u></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 organization 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 the receipt of applications.</p>	
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(1)	(2)	(3)	(4)	(5)
3. Assistant Director of Air Safety.	32* (2023) *Subject to variation dependent on the work load.	General Central Service, Group 'A' Gazetted, non-ministerial.	Level- .	Selection.

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

(11)	(12)	(13)
<p>Promotion:-</p> <p>Air Safety Officer in Level- in Pay Matrix with five years' service in the grade after appointment thereto on a regular basis.</p> <p>Training:-</p> <p>i. Induction training; and</p> <p>ii. Initial training on basic Aerodynamics and Engineering.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would 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 along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short term contract):-</p> <p>Officers under the Central 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><u>(a)(i) holding analogous posts on regular basis in the Parent Cadre/Department; or</u></p> <p><u>(ii) with five years' regular service in the grade rendered after appointment thereto on a regular basis in posts in Level- in the pay matrix in the Parent Cadre or</u></p>	<p>Group 'A' Departmental Promotion Committee (for considering promotion):-</p> <p>(i) Director General of Civil Aviation - Chairman;</p> <p>(ii) Joint Director General of Civil Aviation (Administration) Member;</p> <p>(iii) Joint Director General of Civil Aviation (concerned) - Member.</p>	<p>Not Applicable .</p> <p>(In case of deputation, consultation from UPSC is not necessary</p>

Department; and

(b) possessing the following educational qualifications and experience:

**(1) Educational Qualifications:**

**Degree in Aeronautical Engineering from a recognized university.**

**OR**

**(i) Bachelor's Degree in Physics & Mathematics or Engineering Degree in Mechanical/Electrical/Electronics from a recognized university; and**

**(ii) Possess a Valid Aircraft Maintenance Engineers (AME) License endorsed in the aircraft with all up weight more than 5700 Kgs either of the categories B1 (Airframe & Engine) or B2 (Avionics) issued by the DGCA.**

**(2) Experience:**

(i) four years' experience in airframe, aircraft structure systems or design or engines or power plants or electrical or instruments or avionics or investigation of Aviation Occurrences, Implementation of Safety Management System, and Audits and Surveillances in an approved Public Sector Undertaking or Government Manufacturing or Overhauling or Maintenance Establishment or Navigator's or Pilot License or Experience in investigation of Aircraft Accidents.

Note 1: The Departmental officers in 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: 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.



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 the receipt of applications.		
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(1)	(2)	(3)	(4)	(5)
4. Air Safety Officer.	60* (2023). *Subject to variation dependent on the work load.	General Central Service, Group 'A' Gazetted, non-Ministerial.	Level-10	Not applicable.

(6)	(7)	(8)	(9)	(10)
Not exceeding 35 years.  Note 1: Relaxable for Government servants up to five years in accordance with the instructions or orders issued by the Central Government.  Note 2: The crucial date for determining the age limit shall be as advertised by the Union Public Service Commission.	<b>Degree in Aeronautical Engineering from a recognized university.</b>  <b>OR</b> <b>(i) Bachelor's Degree in Physics &amp; Mathematics or Engineering Degree in Mechanical/Electrical/Electronics from a recognized university; and</b> <b>(ii) Possess a Valid Aircraft Maintenance Engineers (AME) License endorsed in the aircraft with all up weight more than 5700 Kgs either of the categories B1 (Airframe &amp; Engine) or B2 (Avionics) issued by the DGCA.</b>  Note 1. - Qualifications are relaxable at the discretion of the Union Public Service Commission for the reasons to be recorded in writing in case of candidates otherwise well qualified.  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	Not applicable.	Two years for direct recruits.	Direct recruitment.  Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for deputation of one year or more may be filled on deputation basis from the officers of the Central Government-  A. (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with two years' service in the grade rendered after appointment

	<p>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 requisite experience are not likely to be available to fill up the posts reserved for them.</p>		<p>thereto on a regular basis in posts in level-8 in the pay matrix or equivalent in the parent cadre or Department, and</p> <p>(B) Possessing the education qualification and experience prescribed for direct recruits under column (7).</p> <p>Note 1: Period of deputation including period of deputation in another Ex- cadre post held immediately preceding this appointment in the same or some other organization or Department of the central government shall ordinarily not to exceed three years.</p> <p>Note 2: The maximum age limit for appointment by deputation shall not be exceeding 56 years as on the closing date of receipt of applications.</p>
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(11)	(12)	(13)
Not applicable.	Group 'A' Departmental Confirmation Committee consisting of :-	Consultation with the Union Public Service Commission is

	(i) Director General of Civil Aviation – Chairman; (ii) Joint Director General of Civil Aviation (Administration) – Member; (iii) Joint Director General of Civil Aviation (concerned) – Member; (iv) Deputy Secretary, Ministry of Civil Aviation - Member.	necessary making recruitment.	while direct
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File No. A-12018/5/2022 – Recruitment Section

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