

A-12024/8/2023-AAIB
GOVERNMENT OF INDIA
MINISTRY OF CIVIL AVIATION
AIRCRAFT ACCIDENT INVESTIGATION BUREAU

B & D Block, 3rd Floor,
Udaan Bhawan,
Ministry of Civil Aviation
Aurobindo Marg, New Delhi-110003


Date: 04th April 2025

Sub: Appointment of technical consultants purely on short term contract basis in AAIB.

The Aircraft Accident Investigation Bureau (AAIB) vide its Vacancy Circular no. A-12024/8/2023-AAIB, dated 04th April 2025 (copy enclosed), invites applications for hiring technical consultants purely on short term contract basis in AAIB as per the following details: -

S. No.	Posts	No. of Posts
1.	Consultant - Safety Investigations	02
2.	Consultant - Accident Prevention	1
3.	Consultant - Technical (Flight Recorders Lab)	02

2. The application in the prescribed form from the eligible and interested candidates should reach the Receipt and DAK Section of AAIB or through e-mail on dg_aaib-moca@gov.in latest by **05th May 2025**. Applications received after the closing date or otherwise found incomplete or not in the prescribed form will not be considered.


(K Ramesh Babu)
Director, AAIB

Encl: As above.

A-12024/8/2023-AAIB
GOVERNMENT OF INDIA
MINISTRY OF CIVIL AVIATION
AIRCRAFT ACCIDENT INVESTIGATION BUREAU

3rd Floor, 'B' Block
Udaan Bhawan,
Ministry of Civil Aviation
Near Jor Bagh Metro
Aurobindo Marg
New Delhi-110003

Date: 04th April 2025

VACANCY CIRCULAR

Subject: - Engagement of Technical Consultants purely on contract basis in AAIB.

1. Applications are invited from Indian nationals in the prescribed form for engagement as Technical Consultants purely on contract basis at Aircraft Accident Investigation Bureau (AAIB) initially for a period of one year or till regular incumbent joins or until further orders, whichever is earlier. After engagement on contract basis, the performance, skills, knowledge of the job assigned, health etc. will be evaluated at the AAIB from time to time. In the event of failure to meet the required standards of skills, duties and conditions at any point of time; AAIB reserves its rights to terminate the contract/services summarily without any notice.
2. There will be a continuous review of the performance of the incumbent and subsequent extension if any, will be decided on the basis of requirement and outcome of the review. The total period of contract including period of extension, if any, shall not exceed three years from the date of assumption of the charge of the consultant. However, completion of the period of contract will not confer any right for further extension, regularization, seniority, permanency or any other benefit etc.
3. The application in the prescribed form from the eligible and interested candidates should reach the Receipt and DAK Section of AAIB or through e-mail on dg_aaib-moca@gov.in latest by **5th May 2025**. Applications received after the closing date or, otherwise found incomplete, or not in the prescribed form will not be considered.
4. AAIB would scrutinize the applications. Only those candidates meeting the requirements of AAIB will be shortlisted and called for interview. Shortlisted candidates for interview would be intimated by email. No TA/DA will be admissible for attending interview. The selected candidates will be required to join AAIB within the stipulated time from the date of receipt of offer of appointment letter, failing which their selection shall be treated as cancelled without any further communication.
5. The place of posting will be New Delhi. The consultant shall be required to proceed on tours to any place in India in connection with the investigations or work assigned by the AAIB. The TA/DA for tours connected with the official duties shall be as per the entitlements of the Government officers at the level of Safety Investigation Officer/Level 10 or as per extant instructions of the Department of Expenditure, Ministry of Finance in this regard.

6. Canvassing by candidates in any manner will invite disqualification of their candidature.
7. Eligibility Criteria is enclosed at Annexure-A.
8. Terms and Conditions are enclosed at Annexure-B.
9. Application Form is enclosed at Annexure – C.

ELIGIBILITY CRITERIA

Sl. No.	Post	Total No. of post	Upper age Limit	Remuneration (Per Month)	Eligibility Criteria (Qualifications/Experience)
1.	Consultant - Safety Investigations	2	62 years as on 01 Mar 25	Rs. 1,50,000/- (For remuneration of Retd Govt and PSU employees, please refer para 5 of attached Annexure B)	<p>(A) Essential</p> <p>(i) Academic/Mandatory Qualification: -</p> <p>(a) BE/ B Tech in Aeronautical Engineering with 05 years' experience in Aviation Operations/Maintenance/Flight Safety (Military or Civil) or Aircraft Design Organization or DGCA approved MRO;</p> <p style="text-align: center;">or</p> <p>(b) CAR66 AME license holder and has exercised the privileges of his license for at least 05 years in a DGCA CAR145 organization OR a Scheduled Airline;</p> <p style="text-align: center;">or</p> <p>(c) CPL/CHPL with 2000 hrs experience and 05 years of experience in Flight Safety; Aircraft Engineer/Technician of any branch/trade with 05 years' of experience in Flight Safety or Aviation Quality Assurance.</p> <p style="text-align: center;">or</p> <p>(d) Bachelor of Engineering/ Technology or Bachelor of Science with ATCO license having exercised the privileges of his License for at least 05 years and Experience in Flight Safety /investigation of airprox occurrences as part of Airprox Investigation Board or DGCA/AAIB appointed Investigation Teams.</p> <p style="text-align: center;">or</p> <p>(e) Bachelor of Science with 10 years of ATC experience in Military domain. <i>Applicants with experience in Aerospace Safety domain and experience of Investigation shall be preferred.</i></p> <p>(ii) Computer Literacy</p> <p>Ability to use MS Office and other applications for drafting Reports and Presentations and carrying out day to day duties.</p> <p>(B) Desirable Qualification</p> <p>(a) Experience in Flight Safety Department of a reputed Airline.</p> <p>(b) Experience of carrying out aircraft accident/incident investigation appointed by</p>

					<p>MOCA/AAIB/DGCA or IAF/ ARMY / NAVY/ BSF/COAST Guard.</p> <p>(c) Experience in Flight Data Analysis and working knowledge of:</p> <ul style="list-style-type: none"> - Digital Flight Data Recorders - Knowledge of ARINC Standards - Cockpit voice recorders - Sound Spectrum Analysis
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Job Profile & Duties: -

1. To assist AAIB Investigators in matters related to Investigation of Aircraft Accidents, Serious Incidents & Incidents.
2. Be a part of Go-team to Occurrence site, for Preliminary/On-site investigation and collection of evidences.
3. Assist AAIB Investigators in: -
 - (i) Review of occurrence notification for classification of occurrences.
 - (ii) Preparation of Initial Notification, ADREP reports and submission to ICAO and contracting states.
4. Assist in preparation of Transcripts from CVR and ATC recordings and DFDR data analysis.
5. Facilitation of logistic arrangements for investigation.
6. Any other duties assigned by the Director/Deputy Director/Assistant Director from time to time.

Sl. No.	Post	Total No. of post	Upper age Limit	Remuneration (Per Month)	Eligibility Criteria (Qualifications/Experience)
2.	Consultant - Accident Prevention	1	62 years as on 01 Mar 25	Rs. 1,50,000/- (For remuneration of Retd Govt and PSU employees, refer para 5 of attached Annexure B)	<p>(A) Essential</p> <p>(i) Academic/Mandatory Qualification:-</p> <p>(a) BE/ B Tech with 10 years' experience in Aviation Operations/Maintenance/Flight Safety (Civil or Military) or in a reputed Scheduled Airlines or</p> <p>(b) CAR66 AME license holder and has 10 years of experience in DGCA or Flight Safety Department of a Scheduled Airlines or</p> <p>(c) CPL/CHPL with 2000 hrs flying experience and 10 years of experience in Flight Safety. Aircraft Engineer/Technician of any Branch/trade of any aviation centric organization with 10 years' experience in Flight Safety or Aviation Quality Assurance.</p> <p>(ii) Computer Literacy</p>

					<p>Ability to use MS Office and other applications for drafting Reports and Presentations and carrying out day to day duties.</p> <p>(B) Desirable Qualification</p> <p>(a) Experience of or involved in carrying out aircraft accident/incident investigation appointed by MOCA/AAIB/DGCA or IAF/ARMY/NAVY/BSF/COAST Guard.</p> <p>(b) Ability to assist Investigation team in FDR and CVR Download</p> <p>(c) Good knowledge of DBMS and Statistical Analysis</p>
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Job Profile & Duties: -

1. Maintenance of Accident and Serious Incident Investigation Data.
2. Maintenance of Data of the Safety Recommendations issued by AAIB in Investigation Reports/Safety Studies.
3. Assisting AAIB officers in conduct of Safety Studies and formulate safety recommendations to enhance safety from time to time.
4. Follow-up on Safety Recommendations with concerned State Authorities.
5. Storage and handling of Accident/Serious Incident Investigation records.
6. Assist AAIB officers in matters related to RTI, Parliament and Legal.
7. Any other duties assigned by the Director/Deputy Director/Assistant Director from time to time.

Sl. No.	Post	Total No. of post	Upper age Limit	Remuneration (Per Month)	Eligibility Criteria (Qualifications/Experience)
3.	Consultant – Technical (Flight Recorders Lab)	2	62 years as on 01 Mar 25	Rs. 1,50,000/- (For remuneration of Retd Govt and PSU employees, refer para 5 of attached Annexure B)	<p>(A) Essential</p> <p>(i) Academic/Mandatory Qualification: -</p> <p>(a) BE/ B Tech in Computer Science/ Electronics and Communication/ Instrumentation or ME (Avionics) with 05 years' experience in Aviation Domain (Civil or Military) or reputed Scheduled Airline or Aircraft Design Organization or MRO with experience of associated with FDR/CVR Lab.</p> <p>or</p> <p>(b) Diploma in Electronics/ Electrical/ Instrumentation with working experience in any FDR Set up either Scheduled airlines or Public Sector Undertaking or private firm engaged in FDR overhaul/repair/download activity.</p> <p>or</p>

					<p>(c) Engineering degree holder/diploma holder/ any military ac trained technician with 05 years of experience in Flight Data Analysis and working knowledge of Hardware and Software related to FDR and CVR:</p> <ul style="list-style-type: none"> - Digital Flight Data Recorders - Knowledge of ARINC Standards - Cockpit voice recorders - Sound Spectrum Analysis <p>(ii) Computer Literacy Ability to use MS Office and other applications for drafting Reports and Presentations and carrying out day to day duties.</p> <p>(B) Desirable Qualification</p> <p>(a) Experience of or involved in carrying out aircraft accident/incident investigation appointed by MOCA/ AAIB /DGCA or IAF/ARMY/NAVY/BSF/COAST Guard.</p> <p>(b) Ability to assist the Investigation team in FDR and CVR Download</p>
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Job Profile & Duties: -

1. To assist in Set-up and Maintenance of Flight Recorders Lab in AAIB.
2. Carry out DFDR data download and analysis.
3. Carry out CVR data download and assist in preparation of transcript.
4. Be a part of Go-team to Occurrence site, for Preliminary/On-site investigation and collection of evidences, retrieval of recorders.
5. Make logistic arrangements for conduct of component examination at external agencies.
6. Any other duties assigned by the Director/Deputy Director/Assistant Director from time to time.

A-12024/8/2023-AAIB
GOVERNMENT OF INDIA
MINISTRY OF CIVIL AVIATION
AIRCRAFT ACCIDENT INVESTIGATION BUREAU

Udaan Bhawan, New Delhi-110003

Dated: 4th April 2025

**TERMS AND CONDITIONS OF ENGAGEMENT OF CONSULTANTS PURELY ON
CONTRACT
BASIS IN AIRCRAFT ACCIDENT INVESTIGATION BUREAU (AAIB)**

1. TENURE

1.1 The tenure will be for a period of one year from the date of assumption of the charge or till regular incumbent(s) join(s) or until further orders, whichever is earlier. The appointment shall be subject to the Performance Assessment from time to time.

1.2 After engagement on purely contract basis, the performance, skills, knowledge of the job assigned, health etc. will be evaluated at AAIB from time to time. In the event of failure to meet the required standards of performance skills, duties and conditions at any point of time, Aircraft Accident Investigation Bureau (AAIB) reserves its rights to terminate the contract/services summarily without any notice.

1.3 There will be a review of the performance of the incumbent after one year and depending on the requirement, subsequent continuation /extension of contract, if any, will be decided on the basis of outcome of the review. The contract can be extended for a maximum of only two years beyond the original contract period of one year or on attaining age of 65 years or the regular incumbent is posted/deputed by MoCA, whichever is earlier. The total period of contract, including extension, if any, shall not exceed three years from the date of charge assumption. However, completion of the period of contract will not confer any right for further extension, regularization, seniority, permanency or any other benefit etc.

1.4 Notwithstanding the provisions of clause 1.2 above, the contract can be terminated by the either side, by giving a one month notice or pay in lieu thereof. Further, the AAIB reserves its right to reject the notice of termination of contract in public interest or for exigencies of work.

2. NATURE OF DUTIES

2.1 The duties and responsibilities shall be as described in the "Job Profile and Duties" given in Annexure A.

2.2 In addition, any other duties and responsibilities in public interest and in exigencies of work can be assigned by AAIB.

3. PLACE OF DUTY

3.1 The place of appointment shall be the Headquarters of Aircraft Accident Investigation Bureau (AAIB), New Delhi.

3.2 The consultant shall be required to proceed to on tours to any place in India in connection with the investigations or work assigned by the office.

3.3 The TA/DA for tours connected with the official duties shall be as per the entitlement of the Government officers at the level of Safety Investigation Officer or as per extant instructions of the Department of Expenditure, Ministry of Finance.

4. WORKING HOURS

4.1 Working hours shall be in accordance with the orders of the Government of India on the subject from time to time or working hours of AAIB.

4.2 The Consultant may be required to work on extended working hours or in weekends or in holidays, if so required by the circumstances or exigencies of work, in public interest. For the extended hours of work including weekends and holidays, they shall not be entitled for any overtime allowance or compensation for the same.

5. REMUNERATION / FEE

5.1 During the period of contract, the Consultant shall be paid a fixed remuneration per month as notified in the vacancy circular. For remuneration of retired Govt employees, guidelines given in DoE OM 3-25/2020-E.IIIA dated 09 Dec 2020 amended from time to time would be followed. Similarly, remuneration for retired PSU personnel will be determined by rationalizing their scale of pay in terms of same/equivalent post in the Central Govt.

5.3 The remunerations shall be paid by direct bank transfer/Account Payee Cheque or by any other means, as may be decided by the Government from time to time.

5.4 Taxes as levied by the Government shall be deducted at source from the remunerations due to the Consultant.

5.5 In the event of completion or termination of the contract by either side, they shall be required to refund / return any dues, or any item or equipment issued to him/her for official work. In the event of any dispute the decision of the DG, AAIB shall be final and binding and consultant shall not have any claim in this regard.

6. ALLOWANCES / FACILITIES

6.1 The Consultant shall not be entitled to any of the allowances and facilities which are admissible to regular serving Government employees like dearness allowance, house rent allowance, entertainment allowance, transport allowance, travel facility, residential accommodation, personal staff, CGHS, medical reimbursement, provident fund pension etc. The Consultant shall not have any claim in this regard.

7. DEDUCTIONS

7.1 AAIB shall not be responsible for non-statutory deductions like insurance premium etc. It shall be responsibility of the consultant to keep his/her insurance current.

8. LEAVE & OTHER ALLOWANCES

8.1 The leave entitlement will be governed by as per Ministry of Finance, Department of Expenditure OM No. 3-25/2020 – E.IIIA dated 9th December 2020. The Consultant shall not be entitled to any remuneration for the period of absence beyond 18 days calculated on pro rata basis. Any un-availed leave during a year shall not be carried forward to next calendar year or will not qualify for encashment at the end of the tenure. AAIB would be free to terminate the services in case consultant remains absent for more than 15 days beyond the entitled leave in a calendar year.

8.2 In the event of absence on the ground of sickness (for more than 03 days), the Consultant shall be required to submit a medical and fitness certificate.

8.3 Station Leave Permission shall be mandatory before leaving the station, even on a holiday.

9. CONDUCT & DISCIPLINE

9.1 The Consultant should maintain absolute integrity and devotion to duty at all times and should not indulge in any activity which adversely affect the functioning of the AAIB or Government of India in any manner whatsoever. The Consultant shall maintain decent standard of conduct, good character, proper discipline and utmost gender sensitization, failing which, an appropriate action shall be taken as per extant guidelines / instructions.

9.2 Being on contract service of AAIB, the officer shall not participate directly or indirectly in any form or manner whatsoever, in trade union activities, which may render hindrance in or obstacles in discharging the assigned or violates any of the Government Acts, Rules or Regulations or Orders, issued from time to time. He shall be liable for suitable action in case of violation.

9.3 During the period of his/her engagement with AAIB, he/she shall not engage in any employment elsewhere.

10. CONFLICT OF INTEREST

10.1 The individual (including any member(s) of his/her family*) who wish to apply for the post of Consultant in AAIB on contract basis shall not have any kind of conflict of interest which may arise due to his/her (including any member(s) of his/her family*) involvement in management/operation of AAIB which may affect the decision making in AAIB, for the period of last three(03) years.[* Members of family" in relation to a consultant include the wife or husband, son or daughter, parents, brothers or sisters or any person the Consultant or not.

11. SECRECY CLAUSE

11.1 All information, documents, drawing etc. whether in physical form or in electronic form shall be of proprietary ownership of the AAIB and he/she shall not disclose the same to any person or persons or firms etc. unless required to do so in due discharge of his official duties with prior permission/approval.

12. GENERAL

12.1 The individual shall ensure that all documentation, information and credentials presented to the AAIB in support of his candidature for the employment are authentic and both parties agree that in the event of the same being found false, fabricated or tempered with, the AAIB reserves its right to summarily terminate the contract/services ex party.

13. MODIFICATIONS OF THE CONTRACT

13.1 The terms and conditions of this offer may be altered or modified by the AAIB in public interest without any prior notice in accordance with the policy of the Government of India.

13.2 The Terms so modified shall also become a part of the contract.

14. Notwithstanding any terms and conditions of contract with AAIB, in the event of involvement in any kind of act which is detrimental to public safety and national security and in the event of arrest by police or any such authority for involvement in any offence, contract appointment with AAIB shall stand automatically terminated irrespective of any provisions in the Terms and Conditions of engagement.

APPLICATION FOR APPOINTMENT OF CONSULTANTS ON PURELY CONTRACT BASIS

IN

AIRCRAFT ACCIDENT INVESTIGATION BUREAU (AAIB), MoCA

3rd FLOOR, 'B' BLOCK, UDAAN BHAWAN, NEAR JOR BAGH METRO, AUROBINDO

MARG NEW DELHI-110003

- CONSULTANT – SAFETY INVESTIGATIONS
- CONSULTANT – ACCIDENT PREVENTION
- CONSULTANT – TECHNICAL (FLIGHT RECORDER LAB)

(TICK POSTs APPLIED FOR)

Candidates applying for two or more vacancies are required to tick respective box

Affix Passport Size
Photo

S No.	Particulars	Details
1.	Name (in Block letters)	
2.	Father's name	
3.	Address	
4.	E-mail address	
5.	Tel. No.	
6.	Date of Birth and Age as on the date of advertisement	
7.	Nationality	
8.	Aadhar Number	
9.	PAN Card Number	
10.	Educational and Professional Qualification (in terms of Essential and as required with the post applied for) (Kindly attach supporting documents)	
11.	Whether currently employed? If yes, information about present/past employment - from/to (give address of employer): - a. Central Government b. State Government c. Union Territories d. Autonomous Organization	
12.	Last Pay Drawn Certificate (Attach Copy)	
13.	Additional information, if any, which you would like to mention in support of your suitability for the post.	
14.	Whether have ever been convicted, if so, give details	
15.	Whether any criminal case pending or under investigation:	

DECLARATION: -

I _____ CERTIFY THAT THE FOREGOING INFORMATION IS CORRECT AND COMPLETE TO THE BEST OF MY KNOWLEDGE AND BELIEF AND NOTHING HAS BEEN CONCEALED/DISTORTED. IF AT ANY TIME I AM FOUND TO HAVE CONCEALED /

DISTORTED ANY MATERIAL INFORMATION, MY APPOINTMENT SHALL BE LIABLE TO BE SUMMARILY TERMINATED WITHOUT ANY NOTICE.

Signature of the candidate

- * Enclose a separate sheet, where ever necessary, if the space is insufficient.
- * The posting will be in Delhi and has to travel on tours all over India.
- * Original Certificates / Documents would be required to be produced at the time of interview.

Date:

Place:

Signature of the candidate