

**Government of Bihar
Civil Aviation Department
Airport, Patna-800014**

-:: Notification ::-

Patna, Dated.....18/09/2026

C.A.D. (Estt.)-01-09/2026-.....1298 In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Bihar hereby makes the following Rules to regulate recruitment and promotion to technical and non-technical posts in the Civil Aviation Department:-

1. Short Title, Extent and Commencement-

- 1.1 These rules may be called “The Bihar State Aviation Cadre Recruitment Rules, 2026.”
- 1.2 It shall extend throughout the State of Bihar.
- 1.3 It shall come into effect from the date of their publication in the Official Gazette.

2. Definitions-

Unless the context otherwise requires, in these Rules:-

- 2.1 “State Government” means the Government of Bihar.
- 2.2 “Department” means the Civil Aviation Department, Bihar, Patna.
- 2.3 “DGCA” means the Directorate General of Civil Aviation, Government of India.
- 2.4 “Cadre” means The Bihar State Aviation Cadre.
- 2.5 “Sub-Cadre” means Sub-Cadres of The Bihar State Aviation Cadre.
- 2.6 “Appointing Authority” means the competent authority declared to take decisions in matters of appointment under the Bihar Executive Rules, 1979 (as amended from time to time).
- 2.7 “Annexure ‘A’” means Annexure ‘A’ appended to these Rules, containing details of posts created in the Department, including designation of posts, nature of posts, eligibility for appointment/promotion, age limit and the procedure for recruitment/appointment/promotion.
- 2.8 “Commission” means Bihar Technical Service Commission.
- 2.9 “Selection Committee for Regular Recruitment” means the Selection Committee constituted under Rule 4.3 of these Rules.
- 2.10 “Selection Committee for Contractual Employment and Departmental Promotion Committee” means the Selection Committee constituted under Rule 4.4 of these Rules.
- 2.11 “Direct Recruitment” means selection of candidates for regular appointment to the posts in the cadre on the basis of an open advertisement, which, depending upon the nature of the post and the provisions specified in Annexure-‘A’, shall be made— (i) through Interview by the Selection Committee constituted under Rule 4.3 of these Rules; or (ii) through a competitive examination, with due consideration of experience, conducted by the Bihar Technical Service Commission.



- 2.12** "Head of the Department" means the Additional Chief Secretary/Principal Secretary/Secretary of the Civil Aviation Department.
- 2.13** "Technical/Highly Technical Posts" means such posts for which the prescribed eligibility criteria are technical in nature and are determined in accordance with DGCA provisions.
- 2.14** "Wing" means the two wings constituted under the Department, namely: (1) Administrative Wing and (2) Technical Wing.
- 2.15** "Unit" means the two parts of the Technical Wing, namely: (1) Aviation Unit and (2) Flying Training Unit.
- 2.16** "Accountable Manager" means an officer nominated by the Department for the Aviation Unit and the Flying Training Unit under the Technical Wing in accordance with DGCA provisions and duly approved by DGCA as the Accountable Manager.

3. Structure of the Bihar State Aviation Cadre-

3.1 The following sub-cadres shall be included under the **Aviation Unit:-**

3.1.1 Aircraft Pilot Sub-Cadre

Sl. No.	Designation	Category	Status
1	2	3	4
i	Aircraft Pilot	Basic Grade	Gazetted
ii	Senior Aircraft Pilot	First Promotional Level	Gazetted
iii	Chief Aircraft Pilot	Second Promotional Level	Gazetted

3.1.2 Helicopter Pilot Sub-Cadre

Sl. No.	Designation	Category	Status
1	2	3	4
i	Helicopter Pilot	Basic Grade	Gazetted
ii	Senior Helicopter Pilot	First Promotional Level	Gazetted

3.1.3 Engineer Sub-Cadre

Sl. No.	Designation	Category	Status
1	2	3	4
i	Mechanic/Technician (Aeroplane/Helicopter/Radio)	Basic Grade	Non-Gazetted
ii	Aircraft Maintenance Engineer (AME) (Certifying/Support Staff) Aeroplane/Helicopter/Radio	First Promotional Level	Gazetted
iii	Maintenance Manager	Second Promotional Level	Gazetted

Note-Mechanic/Technician Aeroplane, Mechanic/Technician Helicopter, and Mechanic/ Technician Radio may be eligible for promotion to the respective posts of Aircraft Maintenance Engineer (AME) (Certifying/Support Staff) for Aeroplane, Helicopter, and Radio. Eligible and senior-most Aircraft Maintenance Engineers (AME) (certifying support staff) across Aeroplane/ Helicopter/Radio streams may be considered for promotion to the post of Maintenance Manager.

3.1.4 Technical Assistant Sub-Cadre-

Sl. No.	Designation	Category	Status
1	2	3	4
i	Cleaner cum Helper	Basic Grade	Non-Gazetted
ii	Technical Officer	First Promotional Level	Non-Gazetted

3.1.5 Storekeeper Sub-Cadre-

Sl. No.	Designation	Category	Status
1	2	3	4
i	Assistant Storekeeper	Basic Grade	Non-Gazetted
ii	Chief Storekeeper	First Promotional Level	Non-Gazetted

3.2 The following sub-cadres shall be included under the **Flying Training Unit** (Bihar Flying Institute):-

3.2.1. Flight Instructor Sub-Cadre

Sl. No.	Designation	Category	Status
1	2	3	4
i	Assistant Flight Instructor/ Assistant Pilot Instructor (AFI/API)	Basic Grade	Gazetted
ii	Flight Instructor/Pilot Instructor (FI/PI)	First Promotional Level	Gazetted
iii	Deputy Chief Flight Instructor (Dy.CFI)	Second Promotional Level	Gazetted
iv	Chief Flight Instructor (CFI)	Third Promotional Level	Gazetted

3.2.2. Ground Instructor Sub-Cadre-

Sl. No.	Designation	Category	Status
1	2	3	4
i	Ground Instructor (GI)	Basic Grade	Gazetted
ii	Chief Ground Instructor (CGI)	First Promotional Level	Gazetted

3.3 Technical posts of the Department which are not included in the aforesaid sub-cadres shall be treated as Individual posts of their respective sub-cadre. The details of such posts are as follows:-

Sl. No.	Posts of Aviation Unit	Sl. No.	Posts of Flying Training Unit
1	Quality Manager	1	Quality Manager
2	Continuing Airworthiness Manager	2	Continuing Airworthiness Manager
3	Chief Security Officer	3	Synthetic Flight Instructor
4	Chief of Flight Safety	4	Chief Security Officer
5	Safety Manager	5	Chief of Flight Safety
6	Painter	6	Safety Manager
7	Flight Dispatcher	7	Manager ATC
8	Consultant	8	Librarian
9	Civil Engineer	9	Flight Clerk
		10	Medical Officer
		11	Para Medical Staff

3.4 The technical posts created in the Department have been classified under the Technical Wing, and the Non-technical/Administrative posts (such as IAS/BAS/BFS/BSS/BSCS/BSPS, office attendants and drivers, etc.) have been placed under the Administrative Wing. All such posts under the Administrative Wing which already belong to cadres constituted by the General Administration Department or any other Department of the Government of Bihar shall not be treated as cadre posts constituted under these Rules. However, in respect of such posts where promotion is made at the departmental level, the

decision shall be taken by the Departmental Promotion Committee constituted under these Rules. Further, all posts which have not been included in the newly constituted Civil Aviation Department shall be treated as surrendered posts. However, the incumbents presently working against such posts shall continue till their retirement, upon which such posts shall stand abolished automatically.

- 3.5** The cadre shall be a State-level cadre. The cadre posts, eligibility and requirement for appointment/promotion, age limit, and other requirements shall be as specified in Annexure-A. Relaxation in age limit for reserved category in regular appointment/contractual appointment shall be admissible as per provisions notified by the Government of Bihar from time to time.

- 3.5.1** Candidates working on a contractual basis against the relevant post or an equivalent post in Government/Non-Private institutions approved/recognized by the DGCA in the aviation sector located within the State of Bihar shall be granted relaxation in the prescribed maximum age limit for appointment to the same or an equivalent post, equivalent to the actual period of contractual service rendered by them. Any fraction of a completed year shall also be included in such calculation.

Provided that such contractual appointment must have been made against a sanctioned post on the basis of selection by the competent authority in accordance with the reservation policy applicable in the State of Bihar at the relevant time. In such cases, the guidelines issued by the General Administration Department from time to time shall apply.

- 3.5.2** The 1st August of the year of publication of the advertisement shall be the cut-off date for determining the age.

- 3.6** The number of posts and the pay level/pay scale of the posts specified in Annexure-A shall be the same as may be fixed by the Government from time to time.
- 3.7** In the event of non-availability of regular employees for cadre posts, appointment on contract basis may be made in accordance with the provisions determined from time to time.
- 3.8** In unavoidable circumstances, services of officers/employees may be obtained from external sources against the cadre posts created in the Department. In such cases, for short durations, services of pilots, technical employees, etc. may be procured from external sources through tender/rate contract/estimate, as applicable. Any such service shall not exceed a period of 02 (two) years at a time and may, under special circumstances, be extended for a further period of up to 01 (one) year with recorded reasons. Payment against such services obtained in such exigencies may be made by the Department with the approval of the competent authority.
- 3.9** The Aviation Unit and Flying Training Unit (Bihar Flying Institute) are required to obtain and maintain approvals from DGCA for conducting flying operations, namely Air Operator Permit (AOP) and Flying Training Organization (FTO) approval, respectively, along with other applicable certifications. Accordingly, as per DGCA provisions, requirements for various posts may arise from time to time. In such cases, the Department may nominate its suitable technical officers/employees against the required posts.

3.10 The scope of work and objectives prescribed for the previously existing Directorate of Aviation and Directorate of Flying Training (Bihar Flying Institute) shall continue to be applicable, respectively, to the Aviation Unit and the Flying Training Unit (Bihar Flying Institute) under the Technical Wing of the newly constituted Civil Aviation Department.

4. Recruitment Process :-

In the event of vacancies, considering the specialized nature of the essential posts in the Technical Wing of the Department, applications may be invited through an open advertisement for recruitment to the posts in this cadre, so as to ensure the smooth conduct of flying operations and to maintain the validity of the approvals granted by the Directorate General of Civil Aviation (DGCA). The selection of candidates for regular appointment shall be made, depending upon the nature of the post and the provisions specified in Annexure-‘A’, either (i) through Interview by the Selection Committee constituted under Rule 4.3 of these Rules, or (ii) through a competitive examination, with due consideration of experience, conducted by the Bihar Technical Service Commission. Thereafter, in cases of regular appointment or contractual engagement, the selection process for such posts may be carried out in accordance with the following procedure:

4.1 Recruitment process for the posts specified in Annexure-‘A’ for which selection through Interview has been prescribed:

Based on vacancies, applications for regular appointment/contractual appointment shall be invited by the Department in the prescribed format, such advertisement shall be published on the official website of the Department and in State-level as well as National newspapers (in both Hindi and English). Applications received within the stipulated time period shall be scrutinized by a Screening Committee constituted at the Departmental level. The Department shall determine the prescribed application format and constitute the Screening Committee for scrutiny of applications.

4.2 Interview Process and Criteria for Evaluation of Candidates:-

- 4.2.1 Candidates shall be invited for interview on the basis of applications found eligible after preliminary scrutiny by the Screening Committee.
- 4.2.2 The interview may be conducted in online or offline mode, as decided by the Department from time to time depending upon the circumstances.
- 4.2.3 Candidates shall be evaluated for selection through the Selection Committee in the following manner :-

4.2.3.1 On the basis of the minimum qualification prescribed for the post, technical qualifications possessed, and general work experience marks shall be awarded by the Selection Committee after evaluation. —25 Marks

4.2.3.2 The Selection Committee shall award marks during the interview based on the assessment of the candidate’s knowledge relating to the subject matter of the post, communication skills, fluency in language, leadership ability, understanding of departmental work, decision-making ability, problem-solving skills, personality, attitude, conduct, and knowledge of DGCA and other relevant institutional rules, as applicable to the post. —50 Marks



- 4.2.3.3 For satisfactory work experience on a contractual basis, —25 Marks in the relevant post or equivalent post, in Government/Non-private institutions approved/recognized by DGCA relating to the aviation sector situated within the State of Bihar, 5 marks per year, subject to a maximum of 25 marks (for a fraction of a year, proportionate marks obtained by dividing the number of working days by 365 after multiplying by 5 shall be added).

However, the benefit of the aforesaid work experience shall be admissible only if employed on a contractual basis in accordance with Rule 3.5.1.

Total Marks—100

- 4.2.4 Each member of the Selection Committee shall independently award marks out of 75 marks.
- 4.2.5 The merit list shall be prepared based on the average marks obtained, calculated as follows:
Average of Total marks awarded by all members of the Selection Committee (out of 75 each) + Marks obtained on the basis on Contractual work experience (Out of 25)
- 4.2.6 Category-wise minimum qualifying marks shall be as prescribed by the General Administration Department, Government of Bihar, from time to time.
Note: If a candidate fails to secure the minimum qualifying marks prescribed for his/her category in the Interview or competitive examination, as applicable, no claim of such candidate shall be entertained.
- 4.2.7 In cases of regular appointment/direct recruitment through Interview, if the number of eligible applications received for any post is very high, the Selection Committee may decide to conduct a written examination before the Interview with a view to limiting the number of candidates to be called for the Interview. On the basis of the marks obtained in such written examination, candidates up to a maximum of 05 (five) times the number of vacancies available in each category shall be called for the Interview in order of merit. The syllabus, total marks and other necessary conditions of the written examination shall be published separately by the Selection Committee.
- 4.2.8 On the basis of the merit list prepared in accordance with Sub-Clause 4.2.5, the Selection Committee shall recommend the candidates for appointment. The Department shall undertake thorough verification of the certificates and other relevant documents of the candidates recommended by the Selection Committee. Thereafter, the concerned Appointing Authority shall take necessary action for appointment after ensuring the medical examination of the candidates, police verification (antecedents), and compliance with the appointment-related guidelines issued by the General Administration Department from time to time.

4.3 Constitution of Selection Committee for Direct Recruitment/Regular Appointment: The Selection Committee for direct/regular appointment to cadre posts in accordance with the prescribed selection procedure shall comprise the following members:-

Chairman: Chairman, Bihar Technical Service Commission, Ex-officio
Member: Additional Chief Secretary/Principal Secretary/Secretary, Civil Aviation Department.



- Member:** Special Secretary/Additional Secretary/Joint Secretary, Civil Aviation Department.
- Member:** Internal Financial Advisor, Civil Aviation Department (as representative of the Finance Department).
- Member:** A representative officer from the General Administration Department.
- Member:** An officer belonging to Scheduled Caste/Scheduled Tribe, nominated by the General Administration Department.
- Member:** An officer belonging to Minority Community, nominated by the General Administration Department.
- Special Invitee Member:** Subject experts related to the eligibility requirements of the post, not exceeding 02 (two) in number.

4.4 Constitution of Selection Committee for Contractual Appointment: The Selection Committee for appointment on a contract basis to cadre posts, in accordance with the prescribed selection procedure, shall comprise the following members:

- Chairman:** Additional Chief Secretary/Principal Secretary/Secretary, Civil Aviation Department.
- Member:** Special Secretary/Additional Secretary/Joint Secretary, Civil Aviation Department.
- Member:** Internal Financial Advisor, Civil Aviation Department (as representative officer of the Finance Department).
- Member:** A representative officer from the General Administration Department.
- Member:** An officer belonging to Scheduled Caste/Scheduled Tribe, nominated by the General Administration Department.
- Member:** An officer belonging to Minority Community, nominated by the General Administration Department.
- Special Invitee Member:** Subject experts related to the eligibility requirements of the post, not exceeding 02 (two) in number.

- 4.5** The Committee constituted under Rule 4.4 shall also function as the Departmental Promotion Committee (DPC) and shall consider and make recommendations in matters relating to promotion as well as ACP/MACP, whenever promotional posts become available.
- 4.6** The Aviation Unit and the Flying Training Unit under the Technical Wing of the Civil Aviation Department are both related to the aviation sector. Separate approvals from DGCA are required for the operation of each unit. Accordingly, in conformity with DGCA provisions, inter-unit deputation or assignment of additional charge to technical officers/employees may be made at the Departmental level.
- 4.7** In respect of such technical posts which are part of the promotional hierarchy, where eligible candidates for promotion are not available, the posts may be filled in accordance with rules through contractual employment/out sourcing/deputation or assignment of additional charge.
- 4.8** After regular appointment/contractual employment/promotion/selection through external sources to technical posts, wherever required, approval shall be obtained from DGCA or other competent authority. In case the selected candidate fails to meet the prescribed eligibility/examinations/interview requirements of the concerned authority during the approval process, the selection may be cancelled. In cases of promotion, such candidates may be reverted to their previous post.
- 4.9** In case of exigencies or emergency flying operational requirements, the Department may make necessary changes in deployment or assignment of duties of technical employees.

4.10 Officers/employees working under the Technical Cadre shall mandatorily maintain the validity of essential eligibility, licences, ratings, proficiency, medical fitness, and other requirements as determined by DGCA from time to time during their service tenure. They shall also be required to undergo periodic (recurrent) training as per departmental requirements.

4.11 No person shall be appointed to any post in the Service by direct recruitment, unless he produces a certificate of character.

4.12 No person, who has entered into or contracted a marriage with a person having a spouse living or who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any post in the Service.

4.13 Recruitment process for the posts specified in Annexure-‘A’ for which selection through Bihar Technical Service Commission has been prescribed:-

4.13.1 The Appointing Authority shall calculate the vacancies as on 1st April of the relevant recruitment year and, after obtaining roster clearance, shall send the category-wise requisition to the Commission.

4.13.2 In accordance with the requisition, the Commission shall advertise the vacancies, invite applications, and prepare a merit list on the basis of the following:

4.13.2.1 Prescribed for the competitive examination conducted —75 Marks
for selection (the question paper of the competitive examination shall be based on the educational/technical qualification prescribed for the concerned post, the nature of work, and the syllabus prescribed for the concerned post).

4.13.2.2 For satisfactory work experience on a contractual basis, —25 Marks
in the relevant post or equivalent post, in Government/non-private institutions approved/recognized by DGCA relating to the aviation sector situated within the State of Bihar, 5 marks per year, subject to a maximum of 25 marks (for a fraction of a year, proportionate marks obtained by dividing the number of working days by 365 after multiplying by 5 shall be added).

However, the benefit of the aforesaid work experience shall be admissible only if employed on a contractual basis in accordance with Rule 3.5.1.

Total Marks—100

4.13.2.3 The Commission shall prepare the merit list according to the category-wise requisitioned vacancies on the basis of the aforesaid sub-rules 4.13.2.1 and 4.13.2.2 and shall send its recommendation to the Department. The Department shall thoroughly verify the certificates of the recommended candidates. Thereafter, the concerned Appointing Authority shall make the appointment of the candidates while complying with the medical examination, police verification (antecedents), and the appointment-related guidelines issued by the Government (General Administration Department) from time to time.

5. Probation Period and Confirmation-

- 5.1 The probation period for technical employees appointed through direct recruitment shall be 01 (one) year, which may be extended for a further period of up to 01 (one) year in case the service is found unsatisfactory. If the service continues to remain unsatisfactory thereafter, the service may be terminated.
- 5.2 During the probation period, officers/employees shall be required to undergo such training as may be determined by the State Government or DGCA, and to pass such departmental examinations as may be determined from time to time by the State Government or DGCA, which are necessary for the discharge of duties of the post.
- 5.3 Service may be confirmed upon satisfactory completion of the probation period, successful completion of prescribed training and maintaining validity of the licences/ratings required for the post.
- 5.4 Officers/employees working on posts covered under these Rules shall not be required to pass Hindi Noting and Drafting and Computer Proficiency test. Their service may be confirmed on the basis of performance appraisal reports/character roll.

6. Seniority and Promotion-

- 6.1 The inter se seniority of employees appointed to this cadre shall be determined in accordance with the merit order recommended by the Selection Committee.
- 6.2 The seniority of officers/employees appointed and working prior to the commencement of these Rules, and those included in this cadre as a result of departmental adjustment, shall be regularised based on the date of appointment and the qualification held against the post and the promotion shall be considered on the basis of such seniority, irrespective of their previous cadre.
- 6.3 The inter se seniority between employees appointed through direct recruitment and promotion shall be determined in accordance with the instructions issued by the General Administration Department from time to time.
- 6.4 Promotion to posts shall be made by the Competent Authority on the recommendation of the Departmental Promotion Committee (DPC).
- 6.5 For promotion, it shall be mandatory to fulfill the prescribed qualification for the post as specified in Annexure 'A', along with the requisite service period and other conditions as determined by the General Administration Department from time to time.

7. Reservation-

Reservation in appointment/promotion in this cadre shall be governed by the rules as determined by the State Government from time to time.

8. Disciplinary Action-

- 8.1 Employees of this cadre shall be governed by the Bihar Government Servants (Classification, Control and Appeal) Rules, 2005 (as amended from time to time) and such other provisions as may be notified/issued by the State Government.

- 8.2 Any negligence in the discharge of duties related to flight safety shall be treated as serious misconduct.
- 8.3 For safety or regulatory reasons, a technical employee may be relieved from flying/operational duties by the Competent Authority.
- 8.4 Employees of the Technical Cadre shall not be directly or indirectly associated with any private aviation institute without prior approval of the Competent Authority. Any violation shall be treated as misconduct and invite disciplinary action.

9. Residual Matters-

Matters not specifically provided for in these Rules shall be governed by the provisions applicable to employees of equivalent level in the State Government.

10. Removal of Difficulties-

If any difficulty arises in the implementation of any provision of these Rules, the State Government may issue such general or special directions as may be necessary for its removal.

11. Interpretation-

- 11.1 Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons
- 11.2 Notwithstanding anything contained in these rules, the appointing authority may impose special terms and conditions in the order of appointment, if it is deemed expedient to do so.
- 11.3 If any doubt arises regarding the interpretation of any provision of these Rules, the matter shall be decided by the Department in consultation with the Law Department, and the decision of the Civil Aviation Department shall be final.

12. Repeal and Savings-

- 12.1 The "Bihar State Aviation Cadre Recruitment Rules, 2025" and the "Bihar State Flying Training Cadre Recruitment Rules, 2025" along with all related letters/circulars/rules/orders/resolutions, are hereby repealed.
- 12.2 Notwithstanding such repeal, anything done or any action taken in exercise of the powers conferred under the said Rules shall be deemed to have been done or taken in exercise of the powers conferred under the corresponding provisions of these Rules, as if these Rules were in force on the date on which such work was done or such action was taken.

By order of the Governor of Bihar


(Dr. Nilesh Ramchandra Deore)
Secretary to the Government

Memo No.: C.A.D. (Estt.)-01-09/2026- 1298

Date: 18/09/2026

Copy forwarded to the Finance (E-Gazette Cell) Department, Bihar, Patna for publication in an extraordinary issue of the Bihar Gazette / Superintendent, Government Press, Gulzarbagh, Bihar, Patna for publication in the forthcoming issue of the Bihar Gazette. It is requested that 200 printed copies thereof be made available to the Civil Aviation Department, at the earliest.


Secretary to the Government
Civil Aviation Department

Memo No.: C.A.D. (Estt.)-01-09/2026- 1298

Date: 18/09/2026

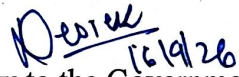
Copy forwarded to the Accountant General, Bihar, Patna / Treasury Officer, Secretariat Treasury/ Officer-in-Charge, Finance (Personal Claim Fixation Cell) Department, Bihar, Patna for information and necessary action.


Secretary to the Government
Civil Aviation Department

Memo No.: C.A.D. (Estt.)-01-09/2026- 1298

Date: 18/09/2026

Copy forwarded to the Additional Chief Secretary, General Administration Department, Bihar, Patna / Principal Secretary, Finance Department / Secretary, Law Department / Chairman, Bihar Technical Service Commission, Bihar, Patna/Director General, Directorate General of Civil Aviation, Government of India /Accountable Manager, Aviation Unit and Accountable Manager, Bihar Flying Institute, Civil Aviation Department for information.


Secretary to the Government
Civil Aviation Department

Memo No.: C.A.D. (Estt.)-01-09/2026- 1298

Date: 18/09/2026

Copy forwarded to the IT Manager, Civil Aviation Department, Bihar, Patna for uploading on the Departmental website.


Secretary to the Government
Civil Aviation Department

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT							
SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY/ QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
AIRCRAFT PILOT SUB-CADRE							
1	Chief Aircraft Pilot	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by the DGCA from time to time for the post. - Current and valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL). - Current and valid Flight Radio Telephony Operator Licence (FRTOL) and Radio Telephony Restricted (Aeronautical) [RTR(A)] Licence. - Current Instrument Rating (IR). - ELP Level-4 (Minimum) - DGCA Class-I Medical Assessment. - Minimum 4000 hours (including 2500 hours as PIC, 50 hours as PIC on type of aircraft available in department and 50 hours of night flying) of accident/incident free flying. - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. - Required multi-engine flying experience. - Preference to flying experience of Multi Engine Aircraft available/conducted in Department. - Minimum 03 years' experience as Senior Aircraft Pilot. - Must meet the standards prescribed by DGCA for VIP/VVIP flying	Promotional Post	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21-65 years.	- Promotion from the post of Senior Aircraft Pilot. - Possessing the required qualifications and flying experience prescribed for the post of Chief Aircraft Pilot, along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	01 Year
2	Senior Aircraft Pilot	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Current and valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL). - Current and valid Flight Radio Telephony Operator Licence (FRTOL) and Radio Telephony Restricted (Aeronautical) [RTR(A)] Licence. - Current Instrument Rating (IR). - Valid ELP Level-4 (Minimum) - DGCA Class-I Medical Assessment. - Minimum 3000 hours (including 2000 hours as PIC, 50 hours as PIC on type of aircraft to be flown and 50 hours of night flying) - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. - Minimum 03 years' experience as Aircraft Pilot. - Required multi-engine flying experience. - Preference shall be given to candidates having endorsement on King Air C-90 and aircraft available in the Department. - Must meet the standards prescribed by DGCA for VIP/VVIP flying. - Preference shall be given to candidates having experience of VIP/VVIP flight operations.	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21-45 years.	As above	50% of the posts shall be filled by promotion from the post of Aircraft Pilot. - Possessing the required flying experience prescribed for the post of Senior Aircraft Pilot and the necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	As above
3	Aircraft Pilot	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Current and valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL). - Current and valid Flight Radio Telephony Operator Licence (FRTOL) and RTR(A) Licence - Current Instrument Rating (IR). - Valid ELP Level-4 (Minimum) - DGCA Class-I Medical Assessment. - Minimum 1500 hours of accident-free flying experience with VIP/VVIP Aircraft endorsement. - Required flying experience on multi-engine aircraft. - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. - Preference shall be given to candidates having endorsement on King Air C-90 and aircraft available in the Department. - Must meet the standards prescribed by DGCA for VIP/VVIP flying. - Preference shall be given to candidates having experience of VIP/VVIP flight operations.	As above	As above	Direct Recruitment Post	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT							
SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY/ QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
HELICOPTER PILOT SUB-CADRE							
4	Senior Helicopter Pilot	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Minimum 2500 hours (Including 500 hours of PIC, 75 hours as PIC on type of aircraft to be flown, 10 hours of night flying, 30 hours PIC in last six month) of accident/incident-free helicopter flying experience. - Current and valid Commercial Helicopter Pilot Licence (CHPL). - Night Rating. - Instrument Rating. - Type endorsement on turbine helicopter. - Minimum 03 years' experience as Helicopter Pilot. - Preference shall be given to candidates having endorsement on helicopters available in the Department. - Preference shall be given to candidates having experience of VIP/VIP flight operations.	Promotional Post	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	- Promotion from the post of Helicopter Pilot. - Possessing the required flying experience prescribed for the post of Senior Helicopter Pilot, along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	01 Year
5	Helicopter Pilot	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Minimum 2000 hours (Including 500 hours of PIC, 75 hours as PIC on type of aircraft to be flown, 10 hours of night flying, 30 hours PIC in last six month) of accident/incident-free helicopter flying experience. - Current and valid Commercial Helicopter Pilot Licence. - Night Rating. - Instrument Rating. - Type endorsement on turbine helicopter. - Preference shall be given to candidates having endorsement on helicopters available in the Department. - Preference shall be given to candidates having experience of VIP/VIP flight operations.	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21–45 years.	As above	Direct Recruitment Post	As above
ENGINEER SUB-CADRE							
6	Maintenance Manager	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a current and valid CAR-66 Aircraft Maintenance Engineer (AME) Licence issued by DGCA. - Holding a valid Type Rating/Type Endorsement on at least one aircraft/helicopter maintained by the Department. - Minimum 10 (ten) years' experience in aircraft maintenance in a DGCA-approved CAR-145/CAR-M Sub Part F Maintenance Organisation, out of which at least 05 (five) years' experience should be as Certifying Staff (B1/B2 Category). - Experience of Aircraft Maintenance Planning and Maintenance Control functions. - Capability to discharge the responsibilities of Maintenance Manager in accordance with the provisions of DGCA CAR-145. - Completion of training in Aircraft Maintenance Management/Quality Assurance/Safety Management System (SMS) or equivalent. - Experience in Maintenance Planning, Reliability Monitoring, Technical Records Management. - Experience of working in a supervisory/ managerial capacity in a DGCA CAR-145/CAR-M Sub Part F approved organisation.	Promotional Post	As above	- Promotion from the post of Aircraft Maintenance Engineer (AME). - Possessing the required qualifications prescribed for the post of Maintenance Manager, along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT							
SL No	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY/ QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
ENGINEER SUB-CADRE							
7	Aircraft Maintenance Engineer (Certifying/ Support Staff) Aeroplane	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a current and valid CAR-66 Aircraft Maintenance Engineer (AME) Licence issued by DGCA in any one of the categories B1.1 (Turbine Aeroplane), B1.2, or B3 (Piston Aeroplane). (Note: Preference in the said licence may be given based on the aircraft types available in the Department at the relevant time.) - Possessing valid Type Rating/Type Endorsement on the aircraft types available in the Department. - Minimum 05 (five) years' post-licence experience in aircraft maintenance with B1 or B3 category AME Licence. - Certificate to function as Certifying Staff in accordance with prevailing DGCA standards. - Preference shall be given to candidates having experience in Line Maintenance or Base Maintenance on aircraft types available in the Department. - Preference shall be given to candidates having prior experience of working as Aircraft Maintenance Engineer (AME).	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	50% of the posts shall be filled by promotion from the post of Mechanic/ Technician Aeroplane. - Possessing the required qualifications prescribed for the post of Aircraft Maintenance Engineer (Aeroplane), along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	01 Year
8	Aircraft Maintenance Engineer (Certifying/ Support Staff) Helicopter	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a current and valid CAR-66 Aircraft Maintenance Engineer (AME) Licence issued by DGCA in Category B1.3 (Turbine Helicopter). - Possessing valid Type Rating/Type Endorsement on the helicopter types available in the Department. - Minimum 05 (five) years' post-licence experience in helicopter maintenance with B1.3 category AME Licence. - Certificate to function as Certifying Staff in accordance with prevailing DGCA standards. - Preference shall be given to candidates having experience in Line Maintenance or Base Maintenance on helicopter types available in the Department. - Preference shall be given to candidates having experience in helicopter maintenance work.	As above	As above	50% of the posts shall be filled by promotion from the post of Mechanic/ Helicopter. - Possessing the required qualifications prescribed for the post of Aircraft Maintenance Engineer (Helicopter), along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	As above
9	Aircraft Maintenance Engineer (Certifying/ Support Staff) Radio	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a current and valid CAR-66 Aircraft Maintenance Engineer (AME) Licence issued by DGCA in Category B2 (Avionics). - Possessing valid Type Rating/Type Endorsement on avionics systems of the aircraft/helicopters available in the Department. - Minimum 05 (five) years' post-licence experience in aircraft/helicopter maintenance with B2 category AME Licence. - Certificate to function as Certifying Staff in accordance with prevailing DGCA standards. - Experience of working in a DGCA-approved CAR-145/CAR-M Sub Part F Maintenance Organisation. - Preference shall be given to candidates having experience in maintenance of electrical, instrument, and radio navigation systems of aircraft/helicopters. - Preference shall be given to candidates having prior experience in avionics maintenance.	As above	As above	50% of the posts shall be filled by promotion from the post of Mechanic/ Technician Radio. - Possessing the required qualifications prescribed for the post of Aircraft Maintenance Engineer (Radio), along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT

SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY/ QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
ENGINEER SUB-CADRE							
10	Mechanic/ Technician Aeroplane	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Passed 10+2 with Physics, Chemistry and Mathematics; or Minimum 05 (five) years' work experience as Assistant Mechanic/ Technical Officer. - Passed from a DGCA-approved AME Institute in Mechanical Stream [B1.1 (Turbine Aeroplane) / B1.2 (Piston Aeroplane) / B3 (Piston Aeroplane)]; or Diploma/Degree (B.Tech./B.E.) in Aeronautical/Aerospace/Mechanical stream from a recognized institution. - Minimum 02 (two) years' work experience in maintenance and overhaul of Light and Medium Weight Category aircraft in a DGCA-approved organization/aviation institution. - Preference shall be given to candidates having experience in maintenance of aircraft available in the Department.	- Through interview by the selection committee constituted for direct recruitment/ regular appointment, after publication of open advertisement - For regular direct recruitment the age limit shall be 21-45 years.	- Through interview by the selection committee constituted for appointment on contractual basis after publishing open advertisement. - In case of contractual employment the age limit shall be 21-65 years.	Direct Recruitment Post	01 year
11	Mechanic/ Technician Helicopter	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Passed 10+2 with Physics, Chemistry and Mathematics; or Minimum 05 (five) years' work experience as Assistant Mechanic/Technical Officer. - Passed from a DGCA-approved AME Institute in Mechanical Stream [B1.3 (Turbine Helicopter) / B1.4 (Piston Helicopter)]; or Diploma/Degree (B.Tech./B.E.) in Aeronautical/Aerospace/Mechanical stream from a recognized institution. - Minimum 02 (two) years' work experience in maintenance and overhaul of helicopters in a DGCA-approved organization/aviation institution. - Preference shall be given to candidates having experience in maintenance of helicopters available in the Department.	As above	As above	Direct Recruitment Post	As above
12	Mechanic/ Technician Radio	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Passed 10+2 with Physics, Chemistry and Mathematics; or Minimum 05 (five) years' work experience as Assistant Mechanic/Technical Officer. - Passed from a DGCA-approved AME Institute in Avionics Stream [Category B2]; or Diploma/Degree (B.Tech./B.E.) in Electronics/Electrical/Telecommunication /Avionics Engineering from a recognized institution. - Minimum 02 (two) years' practical experience in maintenance/troubleshooting of aircraft radio, navigation, communication and instrument systems in a DGCA-approved organization/aviation institution. - Preference shall be given to candidates having experience in radio maintenance of aircraft available in the Department.	As above	As above	Direct Recruitment Post	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT							
SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY/ QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
TECHNICAL ASSISTANT SUB-CADRE							
13	*Technical Officer	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Intermediate passed with Physics, Chemistry and Mathematics as subjects, along with a minimum of 05 (five) years' work experience as Cleaner/Helper in a DGCA-approved organization/aviation institute.	- On the basis of a competitive examination conducted by the Bihar Technical Service Commission. - For regular direct recruitment, the age limit shall be 21-45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21-65 years.	40% of the post shall be filled by Promotion from the post of Cleaner cum Helper. - Possession of the prescribed qualifications for the post of Technical Officer. - Time limit as prescribed by the General Administration Department for promotion.	01 Year
14	Cleaner cum Helper	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Passed Matriculation and having minimum 02 (two) years' work experience as Cleaner or Helper in a DGCA-approved aviation organization/institution.	As above	As above	Direct Recruitment Post	As above
*The name of the post of Assistant Mechanic-cum-Technical Officer has been changed to "Technical Officer" and a new "Technical Assistant Sub-Cadre" has been constituted by grouping the posts of Cleaner-cum-Helper and Technical Officer. Consequently, the departmental cadre structure shall be deemed to have been modified accordingly.							
STOREKEEPER SUB-CADRE							
15	Chief Store Keeper	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Bachelor's Degree in Physics/Chemistry/Mathematics/Commerce and minimum 03 (three) years' work experience as Assistant Storekeeper or in an equivalent post.	Promotional Post	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21-65 years.	- Promotion from the post of Assistant Storekeeper. - Minimum 05 (five) years' work experience as Assistant Storekeeper. - Time limit as prescribed by the General Administration Department for promotion.	As above
16	Assistant Store Keeper	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Bachelor's Degree in Physics/Chemistry/Mathematics/Commerce and minimum 02 (two) years' work experience in stores/warehouse management in a DGCA-approved aviation organization/institution.	- On the basis of a competitive examination conducted by the Bihar Technical Service Commission. - For regular direct recruitment, the age limit shall be 21-45 years.	As above	Direct Recruitment Post	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT

SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
17	Quality Manager	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Any one of the following educational qualifications: (a) Bachelor's Degree in Engineering (B.E./B.Tech.) in Aeronautical/ Mechanical /Electrical/Electronics/Avionics from a recognized University/Institution; or (b) A valid DGCA-recognized Aircraft Maintenance Engineer (AME) Licence or equivalent qualification in Aircraft Maintenance Engineering. - Minimum 05 (five) years of work experience in Aircraft Maintenance or Aeronautical Industry including work experience related to Quality Management System, Quality Assurance/Quality Audit or Aircraft Maintenance/Continuing Airworthiness activities. - Practical experience in tasks related to aviation safety, operational procedures and regulatory compliance. - Work experience or training certificate recognized by DGCA/ concerned competent authority in the following subjects: (i) Relevant provisions relating to operational requirements and procedures; (ii) Operator's Operations Specifications, wherever applicable; (iii) Relevant parts of the Operations Manual. - Experience in compliance with applicable DGCA regulations, particularly CAR-M, CAR-OPS, and CAR-145 requirements. - Preference shall be given to candidates having prior experience as Quality Manager/Quality Auditor of a DGCA approved aviation organization. - Preference shall be given to candidates having undergone training in Aviation Quality Systems, Safety Management System (SMS), or regulatory compliance.	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	Direct Recruitment Post	01 year
18	Continuing Airworthiness Manager	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Minimum 05 (five) years' relevant work experience, out of which at least 02 (two) years shall be in in the process of maintenance/Continuing Airworthiness of aircraft and its components and in the Continuing Airworthiness Management Exposition (CAME) or equivalent maintenance management functions of the organization. - Any one of the following educational qualifications: (a) Bachelor's Degree in Engineering in Aeronautical/Mechanical/Electrical /Electronics/Avionics from a recognized University/Institution, acceptable to DGCA; or (b) A DGCA-acceptable Aircraft Maintenance Engineer (AME) Licence or an equivalent qualification in Aircraft Maintenance Engineering. - Certificate obtained through a certified training course for the applicable DGCA regulations (particularly C.A.R.-66/C.A.R.-145). - Certificate of training received in aircraft maintenance methods and airworthiness management procedures. - Preference shall be given to candidates having previous experience of working continuously as an Airworthiness Manager (CAMO) or in a similar post.	As above	As above	Direct Recruitment Post	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT

SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
19	Chief Security Officer	Regular / Contractual / Out Source / Deputation (Permanent Post)	- Essential qualifications as prescribed by BCAS (Bureau of Civil Aviation Security) and DGCA from time to time for the post. - Bachelor's Degree or equivalent qualification from a recognized University/Institution. - Minimum 03 (three) years' experience in aviation/airport security management. - Training Certificate in Aviation Security Programme, security screening systems, and emergency response procedures. - Must qualify the requisite examinations and undergo mandatory training as prescribed by BCAS and DGCA for the post. - Preference shall be given to candidates having prior experience as Chief Security Officer in the aviation sector. <u>For Deputation:</u> Officers from the Home Department holding posts at the level of Inspector of Police or Deputy Superintendent of Police (DSP), subject to acquiring the qualifications/training prescribed at Clause 5 above.	- Through interview by the selection committee for direct recruitment regular appointment, after publication of open advertisement. - For regular direct recruitment the age limit shall be 21-45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21-65 years.	Direct Recruitment Post	01 year
20	Chief of Flight Safety	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Any one of the following educational qualifications: (a) Bachelor's Degree in Engineering in Aeronautical/Mechanical/Avionics/Electrical /Electronics from a recognized University/Institution; or (b) A valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL) or equivalent flying qualification. - Minimum 03 (three) years' relevant work experience in the aviation sector, including experience in flight operations, aircraft accident/incident investigation, safety audits, or accident prevention activities. - Training Certificate in implementation of Safety Management System (SMS), safety audits, risk assessment, incident/accident reporting and analysis, and corrective and preventive actions.	As above	As above	As above	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT

SL No	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
21	Safety Manager	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Any one of the following educational qualifications: - Bachelor's Degree in Engineering in Aeronautical/Mechanical/Avionics/Electrical/Electronics from a recognized University/Institution; - or - Equivalent technical qualification related to the aviation sector. - Minimum 03 (three) years' relevant work experience in the aviation sector, including experience in safety management, flight operations, aircraft maintenance, safety inspections, or related technical functions. - Training Certificate for Safety Management System (SMS), including hazard identification, risk assessment, and safety assurance processes. - Preference shall be given to candidates having undergone training in Flight Safety or Safety Management System (SMS).	- Through interview by the Selection Committee constituted for direct recruitment/regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	Direct Recruitment Post	01 Year
22	Painter	Regular / Contractual / Out Source (Permanent Post)	- Passed 10+2. - Minimum 02 (two) years' work experience in Aircraft Painting and Aircraft Lettering from a DGCA approved/recognized aviation organisation/Institute.	- On the basis of a competitive examination conducted by the Bihar Technical Service Commission. - For regular direct recruitment, the age limit shall be 21–45 years.	As above	As above	As above
23	Flight Dispatcher	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. Educational Qualification: Passed 10+2 (Science stream). Experience: From a DGCA approved/recognized aviation organisation/ institute The applicant shall have any one of the following: - Experience as a member of a flight crew in air transport; - or - Experience as a Meteorologist in an organization engaged in operational control of aircraft in air transport; - or - Experience as an Air Traffic Controller or as a technical supervisor of flight operations systems/air transport operations; - or - A valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL); - or - Successful completion of the required technical examination (including viva) conducted by DGCA or a DGCA-approved training organization (ATO) for grant of Flight Dispatcher approval on a specific aircraft type; - or - Successful completion of a recognized Flight Dispatcher training course; - or - At least 01 (one) year experience as an Assistant in aircraft dispatching in air transport, including at least 90 working days of service within the six months immediately preceding the application, under the supervision of an approved Flight Dispatcher.	As above	As above	As above	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

AVIATION UNIT

SL No	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
24	Consultant	Contractual / Out Source (Permanent Post)	- Adequate expertise in the operation and training of aircraft organizations and thorough knowledge of the regulations prescribed by DGCA relating to Aviation Unit of Department. - The post of Consultant shall be filled only by appointment of retired officers. Accordingly, retired personnel from the aviation sector such as Pilots, Instructors, Maintenance Managers, Accountable Managers, or other retired officials having at least 10 (ten) years' experience in the aviation sector may be engaged. Alternatively, retired technical officers not below Pay Level-11/12 with relevant aviation experience may also be considered for engagement.	Contractual Post	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 60-70 years.	-	-
25	Civil Engineer	Contractual / Out Source (Permanent Post)	Retired officers not below the rank of Additional Chief Engineer from the Airports Authority of India (AAI) or the National Highways Authority of India (NHAI), or retired engineers from the aviation sector holding a position in Pay Level-11/12 or above.	As above	As above	-	-

FLYING TRAINING UNIT

SL No	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY/ QUALIFICATIONS	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.

FLIGHT INSTRUCTOR SUB-CADRE

26	Chief Flight Instructor (CFI)	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a valid Flight Instructor Rating (FIR). - A valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL). - Holding a valid Instrument Rating (IR). - Holding a valid Flight Radio Telephony Operator's Licence (FRTOL) and Radio Telephony Restricted (Aeronautical) [RTR(A)] Licence. - Possession of a valid DGCA-recognized Class-I Medical Fitness Certificate. - Minimum 06 (six) months' experience as a Dy. CFI and approval from DGCA for holding the post. - Preference shall be given to candidates having Designated Examiner authorization. - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. - ELP Level-IV (minimum) Minimum Flying Experience (at least): - Total Flying Hours: 2200 hours - Pilot-in-Command (PIC) Hours: 1800 hours - Instructional Flying Hours: 1200 hours - Total Night Flying Hours: 50 - Total Instructional Night Flying Hours: 25 - Solo Releases: 10	Promotional Post	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21-65 years.	- Promotion from the post of Dy. CFI. - Possessing the required qualifications and flying experience prescribed for the post of Chief Flight Instructor, along with necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	01 Year
----	-------------------------------	---	--	------------------	--	---	---------

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

FLYING TRAINING UNIT							
SL No	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
FLIGHT INSTRUCTOR SUB-CADRE							
27	Deputy Chief Flight Instructor (Dy.CFI)	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a valid Flight Instructor Rating (FIR). - Holding a valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL). - Holding a valid Instrument Rating (IR). - Holding a valid Flight Radio Telephony Operator's Licence (FRTOL) and Radio Telephony Restricted (Aeronautical) [RTR(A)] Licence. - Possession of a valid DGCA-recognized Class-I Medical Fitness Certificate. - Preference shall be given to candidates having Designated Examiner authorization. - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. - ELP Level-IV (minimum) <u>Minimum Flying Experience (at least):</u> - Total Flying Hours: 1200 hours - Pilot-In-Command (PIC) Hours: 1000 hours - Instructional Flying Hours: 600 hours - Total Night Flying Hours: 30 - Total Instructional Night Flying Hours: 10 - Solo Releases: 05 - DGCA approval as Deputy Chief Flying Instructor and Minimum 02 (two) years' experience as Flight Instructor.	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	50% of the posts shall be filled by promotion from the post of Flight Instructor/Pilot Instructor. - Possessing the required flying experience prescribed for the post of Dy. CFI and the necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	01 year
28	Flight Instructor/ Pilot Instructor (FI/PI)	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holding a valid Flight Instructor Rating (FIR). - Holding a valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL). - Holding a valid Instrument Rating (IR). - Holding a valid Flight Radio Telephony Operator's Licence (FRTOL) and Radio Telephony Restricted (Aeronautical) [RTR(A)] Licence. - Possession of a valid DGCA-recognized Class-I Medical Fitness Certificate. - ELP Level-IV (minimum) - The Flight Instructor (FI/FIR) shall be duly approved either by Chief Instructor (CI)/CFI/Dy.CFI of a DGCA approved Flying Training Organization (FTO). - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. <u>Minimum Flying Experience (at least):</u> - Total Flying Time – 700 hours - Total Pilot-in-Command (PIC) Flying Time – 500 hours - Total Instructional Flying Time – 200 hours - Total PIC Night Flying Time – 20 hours	As above	As above	- One Third of the posts shall be filled by promotion from the post of Assistant Flight Instructor/ Assistant Pilot Instructor. - Possessing the required flying experience prescribed for the post of FI/PI and the necessary approvals from DGCA. - Time limit as prescribed by the General Administration Department for promotion.	As above
29	Assistant Flight Instructor/ Assistant Pilot Instructor (AFI/API)	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - The Assistant Flight Instructor (Rating Holder) shall be duly approved either by Chief Instructor (CI)/CFI/Dy.CFI of a DGCA approved Flying Training Organization (FTO). - Valid Commercial Pilot Licence (CPL)/ATPL with Instrument Rating (IR), Assistant Flight Instructor Rating (AFIR), Flight Radio Telephony Operator's Licence (FRTOL), and a valid RTR (Aero) licence. - Holder of a valid Class-I Medical Fitness Certificate issued/accepted by DGCA. - Certificate of accident-free flying experience for the preceding 03 years and incident-free flying experience for 01 year. - ELP Level-IV (minimum) - Minimum 400 hours of accident-free flying experience (Including PIC Flying-100 Hours, Night Flying-10 hours). - Preference shall be given to candidate having PIC night flying experience of minimum 10 Hours - Preference shall be given to candidates having instructional flying experience.	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	Direct Recruitment Post	01 year

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

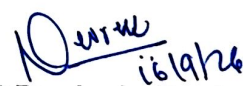
FLYING TRAINING UNIT							
SL No	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
GROUND INSTRUCTOR SUB-CADRE							
30	Chief Ground Instructor (CGI)	Regular / Contractual / Promotion / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - The candidate shall possess any one of the following qualifications: - Holder of a valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL); or - Subject Matter Expert from Defence Services; or - A qualified Meteorologist, holding eligibility as Assistant Meteorologist or equivalent/higher post from the India Meteorological Department (IMD); or - An Air Traffic Controller (ATC) with minimum 05 (five) years' experience; or - A Pilot or Navigator from Defence Services/Border Security Force (BSF). - Minimum 02 (two) years' experience as Ground Instructor in an Aviation Training Institute/Defence Aviation Institute/Pilot Training Institute, in addition to any of the qualifications mentioned above.	Promotional Post	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	- Promotion from the post of Ground Instructor. - Minimum 02 (two) years' experience as Ground Instructor, along with DGCA approval as Chief Ground Instructor (CGI). - Time limit as prescribed by the General Administration Department for promotion.	01 Year
31	Ground Instructor (GI)	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - The candidate shall possess any one of the following qualifications: - Holder of a valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL); or - Subject Matter Expert from the Defence Services; or - A qualified Meteorologist holding eligibility as Assistant Meteorologist or an equivalent or higher position from the India Meteorological Department (IMD); or - An Air Traffic Controller (ATC) with a minimum of 05 (five) years' experience; or - A Pilot or Navigator from Defence Services/Border Security Force (BSF). - Priority to working experience as Ground Instructor from any Flying Training Institute/Defence Flying Training Institute/Pilot Training Institute recognised by D.G.C.A.	- Through interview by the Selection Committee constituted for direct recruitment/regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21–45 years.	As above	Direct Recruitment Post	As above
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
32	Quality Manager (QM)	Regular / Contractual / Out Source/ Deputation (Permanent Post)	Same qualifications as prescribed for the post of Quality Manager in Aviation Unit.	As above	As above	Direct Recruitment Post	As above
33	Continuing Airworthiness Manager (CAM)	Regular / Contractual / Out Source/ Deputation (Permanent Post)	Same qualifications same as prescribed for the post of Continuing Airworthiness Manager (CAM) in Aviation Unit.	As above	As above	As above	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

FLYING TRAINING UNIT							
SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
34	Synthetic Flight Instructor	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Holder of a valid Commercial Pilot Licence (CPL) or Airline Transport Pilot Licence (ATPL) with Instrument Rating (IR) - Duly approved by DGCA/competent authority as Synthetic Flight Instructor for imparting training on approved Flight Simulation Training Devices (FSTD), such as Simulator/ Flight and Navigation Procedures Trainer (FNPT), as applicable. - Experience in operation and training on Flight Simulators and/or Synthetic Flight Training Devices (SFTD).	- Through interview by the Selection Committee constituted for direct recruitment/ regular appointment, after publication of open advertisement. - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	Direct Recruitment Post	01 year
35	Chief Security Officer	Regular / Contractual / Out Source/ Deputation (Permanent Post)	Same qualifications as prescribed for the post of Chief Security Officer in Aviation Unit.	As above	As above	As above	As above
36	Chief of Flight Safety	Regular / Contractual / Out Source/ Deputation (Permanent Post)	Same qualifications as prescribed for the post of Chief Flight Safety in Aviation Unit.	As above	As above	As above	As above
37	Safety Manager	Regular / Contractual / Out Source/ Deputation (Permanent Post)	Same qualifications as prescribed for the post of Safety Manager in Aviation Unit.	As above	As above	As above	As above
38	Manager ATC	Regular / Contractual / Out Source (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Bachelor's Degree in Science (B.Sc.) with Physics and Mathematics from a recognized University, or equivalent qualification (Engineering Degree), or holder of a valid Commercial Pilot Licence (CPL). - Holder of a valid Air Traffic Controller (ATC) Licence. - Possession of at least one valid ATC rating for the relevant Air Traffic Service Unit. - Practical experience of Minimum 02 Years in providing Air Traffic Control under supervision in live operational conditions.	As above	As above	As above	As above
39	Librarian	Regular / Deputation/ Contractual (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Bachelor's or Master's Degree in Library and Information Science (BLIS/MLIS) from a recognized University/Institution. - Minimum 02 (two) years' experience in a library of DGCA approved/recognized aviation organization/ Institute.	- On the basis of a competitive examination conducted by the Bihar Technical Service Commission. - For regular direct recruitment, the age limit shall be 21–45 years.	As above	As above	As above

ANNEXURE – A
BIHAR STATE AVIATION CADRE RECRUITMENT RULES, 2026

FLYING TRAINING UNIT							
SL. No.	NAME OF THE POST	NATURE OF POST	ESSENTIAL AND PREFERABLE QUALIFICATIONS	PROCESS OF REGULAR DIRECT RECRUITMENT AND AGE LIMIT FOR APPOINTMENT	PROCESS OF CONTRACTUAL APPOINTMENT AND AGE LIMIT	REQUIRED ELIGIBILITY QUALIFICATIONS FOR PROMOTION	PROBATION PERIOD
1.	2.	3.	4.	5.	6.	7.	8.
INDIVIDUAL POST OF THEIR RESPECTIVE SUB-CADRE							
40	Flight Clerk	Regular / Contractual / Out Source or Deputation/ Posting of Staff from Bihar Secretariat Clerical Service (Permanent Post)	- Essential qualifications as prescribed by DGCA from time to time for the post. - Bachelor's Degree from a recognized University. - Certificate course of at least 06 (six) months in Computer Applications from a recognized institution, or equivalent qualification. - Minimum 02 (two) years' experience in the Operations Department of an DGCA approved/recognized aviation organization/airline/Flying Training Organization (FTO)/Institute, involving maintenance of flight-related records, handling of flight documentation, logbook maintenance, coordination of flight schedules, and upkeep of operational records.	- On the basis of a competitive examination conducted by the Bihar Technical Service Commission. - For regular direct recruitment, the age limit shall be 21–45 years.	- Through interview by the Selection Committee constituted for appointment on contractual basis, after publication of open advertisement. - In case of contractual appointment, the age limit shall be 21–65 years.	Direct Recruitment Post	01 year
41	Medical Officer	Deputation/ from Health Department (Permanent Post)	Medical Officer in Pay Level-9 or above.	–	–	–	–
42	Para Medical Staff	Deputation/ from Health Department (Permanent Post)	Nurse/Medical Staff in Pay Level-4 or above.	–	–	–	–


(Dr. Nilesh Ramchandra Deore)
 Secretary to the Government