

GLIDERS INDIA LIMITED, KANPUR

(A Public Sector Enterprise under the Ministry of Defence)

Vacancy Notification No. 05/2026

A Defence Public Sector Enterprise under the Ministry of Defence, Gliders India Limited (GIL) is dedicated to the design, development, and manufacturing of advanced parachutes, inflatables, and technical textiles. As India's only DPSU in this specialized domain, GIL plays a critical role in equipping the Armed Forces, para-military forces, and allied nations with life-saving systems of the highest quality.

1. Gliders India limited inviting applications on **Fixed Term Employment [FTE]** basis from eligible candidates for various posts as listed below to become part of Indian Defence System Manufacturing Ecosystem.

S.No.	Post/Designation	Vacancy	Annual CTC Excluding Gratuity, if applicable.
1.	DGM - Product Development*	01 Nos.	Rs. 14,40,000/-
2.	Sr. Manager – Supply Chain Management	01 Nos.	Rs. 9,00,000/-
3.	Sr. Manager – Additive Manufacturing	01 Nos.	Rs. 9,00,000/-
4.	Manager – Legal	01 Nos.	Rs. 5,40,000/-
5.	Junior Assistant	02 Nos.	Rs. 3,60,000/-

* The retired Govt. employees (as per eligibility mentioned in para 3.0) may also apply for the post whose pay will be Last Basic Pay – Pension.

2. Roles of employed professional on Fixed Term Contract Basis will be as follows:

Product Development	*Lead research, design and development activities related to advanced technical textile products. *Provide technical inputs for development of ballistic protection systems, NBC protective clothing and high-performance textile solutions. *Recommend suitable fibres, yarns, fabrics, coatings, laminates and composite materials for specific applications. *Conceptualize and lead new technical textile projects from idea stage to commercialization. *Prepare technical feasibility reports, project plans and development road-maps. *Monitor timelines, deliverables and technical milestones of assigned projects. *Identify emerging technologies and global trends in technical textiles and defence materials. *Facilitate collaboration with academic & research institutions/laboratories and industrial partners. * IPR/Patent filing for product or process. * To assist setting up of Design Studio for the product range of GIL. *Other matter related to Product Development.
Supply Chain Management	*Planning, coordination and monitoring of the end-to-end supply chain of the organization. *Coordination with Purchase, Production, Quality, Finance, Stores and other concerned functions for timely availability of materials. *Vendor development, performance monitoring and supplier relationship management.

	*Monitoring procurement schedules, delivery timelines and material availability. *Inventory planning and optimization to ensure uninterrupted production while minimizing inventory carrying costs. *Identification and mitigation of supply chain risks, bottlenecks and delays. *Coordination for logistics, transportation and timely movement of materials. *Monitoring of critical and long-lead items and taking proactive corrective measures. *Analysis of procurement and inventory data for improving cost, efficiency and delivery performance. *Ensuring compliance with applicable procurement policies, procedures and statutory requirements. *Development and implementation of systems/processes for improving supply chain efficiency and transparency. *Preparation of MIS, dashboards and periodic reports for management review. *Any other responsibility assigned by the Competent Authority from time to time.
Additive Manufacturing	*Identify suitable components for AM based on design complexity, weight reduction, material savings, lead time and lifecycle cost. *Develop and qualify AM processes for metallic and polymeric components, including process parameters, build strategy, post-processing and inspection requirements. *Establish procedures for material/powder qualification, machine qualification, process qualification and repeatability. *Develop and maintain AM process specifications, qualification records, technical documentation and traceability systems. *Work with R&D institutions, IITs, DRDO laboratories, defence establishments, OEMs and technology partners for AM technology development and indigenisation. *Monitor emerging AM applications and develop a technology roadmap for GIL, including indigenous development and commercialization opportunities.
Legal	*Provide legal advice and opinions to GIL on contractual, commercial, administrative, service and other legal matters. *Draft, vet and review contracts, agreements, MoUs, tenders, undertakings, notices, leases and other legal documents. *Handle and monitor litigation before Courts, Tribunals, Arbitration forums and other judicial/quasi-judicial authorities. *Examine legal implications of procurement, vendor disputes, claims, liquidated damages, performance security, termination and contractual deviations. * Advise HR/Administration on service matters, disciplinary proceedings, labour laws and employment-related disputes. *Monitor compliance with applicable laws, rules, regulations and Government/DPE/MoD directions applicable to GIL. *Assist in drafting/reviewing corporate policies, legal procedures and internal guidelines. *Maintain a database and periodic status report of all court cases, arbitration matters, legal notices and contracts. *Any other legal/corporate assignment entrusted by the

	competent authority.
Junior Assistant	*Provide day-to-day administrative and clerical support to the concerned department. *Maintain files, records, registers and correspondence, including data entry and documentation. *Assist in preparation of letters, reports, statements and other official documents. *Handle routine office correspondence, emails and communication. *Assist in processing of bills, personnel/administrative records and other departmental matters. *Coordinate with internal departments and provide support for meetings and office activities. *Perform any other duties assigned by the reporting officer from time to time.

3. The eligibility criteria for various posts mentioned para 1.0 will be as follows:

DGM Product Development	Essential : A. I. Bachelor's Degree in Design Engineering / Clothing Technology / Textile Engineering / Polymer Science / Material Science or equivalent from a recognized institution. II. 10 Yr of experience of working with organizations in garment (Clothing Technology) field, DRDO/CSIR, Textile Academic/Research institutions or reputed industrial organizations in clothing Field. Or B. Retired employees of DRDO/CSIR/NIFT/Govt. Academic/Research Institutions having served at pay level 12 or above are also eligible to apply. Desirable: I. Master's Degree / Ph.D. in relevant field shall be preferred. II. Experience in development of aerial delivery system, inflatable rubber products, technical textiles, NBC suits, protective fabrics shall be preferred. Age Limit: Not more than 45 years for 'A' or 65 years for 'B' as on the closing date of application.
Sr. Manager Supply Chain Management	Essential: Bachelor's Degree in Engineering in a relevant discipline from a recognized University/Institute with minimum 05 years of post-qualification relevant experience. OR Diploma in Engineering in a relevant discipline from a recognized University/Institute with minimum 07 years of post-qualification relevant experience. Desirable: *MBA/PGDM in Supply Chain Management/Logistics/Materials Management/Operations Management or equivalent qualification from a recognized University/Institute. *Candidates having relevant experience in Supply Chain Management, Procurement, Materials Management, Vendor Management, Logistics, Inventory Management, Contract

	Management and/or Supply Chain Planning in Government organizations, CPSEs, DPSUs, large manufacturing organizations or reputed industrial establishments will be preferred. *Experience in handling GeM procurement, e-procurement, vendor development, inventory optimization, logistics coordination and supply chain digitization shall be an added advantage. Age Limit: Not more than 40 years as on the closing date of application.
Sr. Manager Additive Manufacturing	Essential: Bachelor's Degree in Engineering with specialization in Additive Manufacturing (AM) or Certification in Additive Manufacturing post Bachelor's Degree in Engineering from a recognized University/Institute with minimum 05 years with substantial hands-on experience in AM technology development, process qualification or industrialization. Desirable: *Aerospace/defence component development. *AM process and machine qualification. *Metal powders and material characterization. *CAD/CAM and AM build-preparation software. *ISO/ASTM 52920, ISO/ASTM 52926 series and related AM standards. Age Limit: Not more than 40 years as on the closing date of application.
Manager legal	Essential: Bachelor's Degree in Law from a recognized University/Institution approved by the Bar Council of India with minimum 03 years of post-qualification relevant experience. Desirable: *PSU/Government Organization / Corporate / Industrial Organization / Reputed Law Firm experience, preferably in contracts, arbitration, litigation, corporate and service matters. Age Limit: Not more than 35 years as on the closing date of application.
Junior Assistant	Essential 1. Graduate in any discipline from a recognized University/Institution. 2. Computer Proficiency: Working knowledge of MS Office (Word, Excel, PowerPoint) and basic computer applications. (Certificate from Central/state government approved/authorized agency to be submitted) 3. Typing speed of 35 wpm for English or 30 wpm for Hindi. Age Limit: Not more than 30 years as on the closing date of application.

* Age limit relaxation for the SC/ST applicants will be 05 Years and 03 Years for OBC - NCL applicants. Relaxation upto ten years is admissible for the candidates belonging to Persons With Benchmark Disabilities (PWBD) category, over and above the age relaxation admissible to SC/ST and OBC-NCL category.

4. The Fixed Term Employment contract period will be initially for 01 years extendable for another 02 year (total max. 03 years) based on performance and functional requirement.

5. No HRA shall be admissible.

6. Other financial or non-financial benefits (including leaves) shall be admissible as per applicable norms of new labor codes.

7. Personnel who are granted extension of Tenure in Service beyond 01 year will be eligible to draw Annual increments of 3%, during the extended period and Initial fixed term employment contract period of 01 year also be subjected to performance review on quarterly basis and if found non-satisfactory, the contract may be terminated with serving of 30 days written notice.

8. Other Criteria for Engagement:

- The engagement would be on contractual basis and he / she would not be permitted to take any other assignment during the period of engagement with GIL.
- May be required to work on Holidays/weekends as per the functional requirement.
- The engagement shall be temporary (Non official) nature and this engagement can be canceled at any time by the competent authority without assigning any reason with 30 days notice.
- The place of posting will be at GIL (HQ), Kanpur or OPF (A unit of GIL), Kanpur or any other place of business of GIL.
- Paid leave of absence [1.5 days per month] may be allowed as per norms of New Labour Codes provisions.
- The candidate will be required to sign Non- Disclosure Agreement with GIL and exercise strict confidentiality of GIL data.

9. Termination of Contract/Engagement:

- GIL may terminate the contract in following conditions:
 - i) Individual fails to produce satisfactory performance and meet timely delivery.
 - ii) Found lacking in honesty and integrity.
- GIL reserves the right to terminate the engagement by serving 30 days written notice. Termination shall be effected on the day right after the completion of 30 days of delivery of such notice vise versa applicable.
- Any declaration given or information furnished by the candidate proves to be false or if the candidate is found to have willfully suppressed any material information, he will be liable for removal from engagement service and such other action as Government may deem necessary.

10. Selection Process

This engagement will be done through a selection process (i.e. written & interview or interview only as per discretion of GIL), the details of which are provided below:-

- Individual against respective post may be selected on the basis of Qualifications, Experiences, positions hold (specific to requirement), accreditation and achievements etc with written test or interview or both based upon number of applications received. GIL may define a weighted chart based on factors like Qualifications, Experiences, positions old (specific to requirement), accreditation and achievements etc. Generally the academic achievements/written and experience carry 50% weight age and interview carry 50% weight age. However suitability recommendation from interview committee will preside over marking system. Minimum qualification marks will be 50 % in each part i.e. academic/experience qualification/written and interview process.

11. How to Apply:

- Submit application along with all essential eligibility criteria documents in single PDF at email address **career@glidersindia.in** as per format provided with mention of '**Application for the postvide Adv No. 05/2026**' in the subject which Includes:
- Detailed Curriculum Vitae (with age, academic & professional qualifications, total experience, employment history, special achievements).

- Self-attested copies of certificates, educational degrees, and experience letters.
- Application Fee : Rs. 500/- (Rs. 200/- for Junior Assistant post application) which is non-refundable (exempted in the case of SC/ST/PWBD/Ex-servicemen/Ex. Agniveers) is to be paid through online mode in the A/c details mentioned below and receipt details (transaction no./UTR & Date) has to be submitted along with application.
A/c No. 40393257030, IFSC: SBIN0007199
A/c Name: Gliders India Limited

12. General Conditions

- GIL reserves the right to cancel or modify the vacancy notification without assigning any reason.
- Mere fulfillment of eligibility does not confirm selection.
- The post is purely contractual, and does not entitle the appointee to any other service or pension benefits under GIL.
- No TA/DA shall be paid for attending the interview.

• **Closure of Applications: 20.10.2026**

✓ Contact for Queries

- Tel: 0512-2984548, Email: hr@glidersindia.in, corporate@glidersindia.in

APPLICATION FOR THE POST OF Against
Advertisement No. 05/2026

To,

The Chairman & Managing Director
Gliders India Limited
G.T. Road, Kanpur – 208013

Subject: Application for the post of

Sir/Madam,

With reference to the Vacancy Notification No. 04/2026 published by Gliders India Limited, I hereby submit my application for the post of on Fixed Term Employment Basis. My detailed particulars are as follows:

1. Name of the Applicant	
2. Father's / Husband's Name	
3. Date of Birth (DD/MM/YYYY)	
4. Correspondence Address	
5. Permanent Address	
6. Contact Number	
7. Email ID	
8. Applicant category (Gen/OBC/SC/ST)	
9. Professional Qualifications	
10. Percentage (%) of marks / CGPA in case of essential qualification	

11. Current/Last Position Held and Pay Details: _____

12. Knowledge/Experience in areas :

13. Transaction Details of Application Fee (Rs. 500/- or 200/-), If applicable:

Transaction No./UTR: _____ Date: _____

Mode of Payment: _____

I hereby declare that the information furnished above is true and correct to the best of my knowledge and belief. If any information is found false or incorrect at any stage, my candidature is liable to be cancelled.

Yours faithfully,

(Signature of Applicant)

Name: _____

Date: _____

Place: _____