

GLIDERS INDIA LIMITED, KANPUR

(A Public Sector Enterprise under the Ministry of Defence)

Vacancy Notification No. 04/2026

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 – Information Technology (IT)	01 Nos.	Rs. 14,40,000/-
2.	DGM – Marketing (International)	01 Nos.	Rs. 14,40,000/-
3.	DGM – Finance & Accounts (F&A)	01 Nos.	Rs. 14,40,000/-
4.	Sr. Manager Information Technology (IT)	01 Nos.	Rs. 9,00,000/-
5.	Sr. Manager Marketing (International)	01 Nos.	Rs. 9,00,000/-
6.	Manager Supply Chain Management (SCM)	02 Nos.	Rs. 5,40,000/-
7.	Manager Administration*	01 Nos.	Rs. 5,40,000/-

* The position is reserved for retired executives from DPSUs.

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

Information Technology	* Responsible for computerization of all activities across the GIL units. * Identification of reporting mechanism and information dashboards. * Coordination with IT team for system improvement, automation and integration of all business activities. * Plan the IT Training programs of the employees. * Upkeep of GIL websites. * Any other related assignment as assigned by GIL.
Marketing (International)	*Identify and develop new business opportunities in defence, aerospace, technical textile and industrial sectors. * Setting up of market intelligence group. *Explore international markets for products and services of GIL. *Build and maintain strong relationships/coordination with various agencies and stakeholders. *Facilitate collaboration with defence organizations, PSUs, OEMs, research institutions and private industry partners. *Explore joint ventures, technology partnerships and strategic alliances. *Identify potential areas for market penetration, diversification and product commercialization. * Other assignment as deputed by GIL.
Finance & Accounts	*Shall be responsible for preparation of: Quarterly & Annual Accounts Costing & Budget Report Corporate Governance Report *Management of funds. *Taxation matters, including GST, TDS and other statutory

	compliance. *Coordination with statutory, internal and other auditors. *Financial scrutiny/concurrence of proposals, contracts and procurement cases. *Ensuring compliance with applicable Government rules, CPSE guidelines, Companies Act and other statutory requirements. *Preparation of financial MIS and providing financial inputs to the Management/Board. *Strengthening internal financial controls and risk management. *Any other duties and responsibilities assigned by the Competent Authority from time to time.
Supply Chain Management (SCM)	*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.
Administration	*Ensure smooth functioning of office administration and provide necessary administrative support to various departments. *Assist in compliance with administrative directions issued by the Ministry of Defence, DPE and other competent authorities, as applicable. *Maintain effective coordination with other DPSUs and Government organizations on matters of common administrative interest. *Coordinate timely furnishing of information, returns and reports required by management, Government authorities, statutory bodies and auditors. *Coordinate compliance with applicable statutory requirements relating to administration and establishment matters. *Assist in matters relating to RTI, Parliamentary Questions, audit observations, inspections and Government references, wherever assigned.

	*Handling HR transition/restructuring and organizational transformation. *Industrial relations and settlement of employee-related issues. Disciplinary proceedings and service matters. *HRMS/digital HR systems and process automation. *Drafting and implementation of HR Manuals, Service Rules, SOPs and organizational policies.
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3. The eligibility criteria for various posts mentioned para 1.0 will be as follows:

DGM – Information Technology	Essential: Bachelor's Degree in Engineering (CS/IT) or MCA from a recognized University/Institute with minimum 10 years of post-qualification relevant experience. Desirable: I. Strong problem-solving skills and attention to detail. Knowledge of database management systems and ISQL/SQL. II. Proficiency in any of the programming languages, Web Based Reporting System including Dash Board Development and Website Development. III. Familiarity with software development methodologies. IV. Having good knowledge in Linux OS specially SUSE and UBUNTU Linux. Age Limit: Not more than 50 years as on the closing date of application.
Sr. Manager Information Technology	Essential: Bachelor's Degree in Engineering (CS/IT) or MCA from a recognized University/Institute with minimum 05 years of post-qualification relevant experience. OR Diploma in Engineering (CS/IT) or BCA from a recognized University/Institute with minimum 07 years of post-qualification relevant experience. Desirable: I. Strong problem-solving skills and attention to detail. Knowledge of database management systems and ISQL/SQL. II. Proficiency in any of the programming languages, Web Based Reporting System including Dash Board Development and Website Development. III. Familiarity with software development methodologies. IV. Having good knowledge in Linux OS specially SUSE and UBUNTU Linux. Age Limit: Not more than 50 years as on the closing date of application.
DGM – Marketing (International)	Essential Bachelor's Degree in Engineering from a recognized University/Institute with minimum 10 years of post-qualification relevant experience marketing, sales, business development or commercial functions. Desirable I Experience in defence production or defence marketing shall be preferred. II Experience in handling government tenders, institutional marketing and strategic partnerships. III. Experience of International business of Defence Sector.

	Age Limit: Not more than 50 years as on the closing date of application.
DGM – Finance & Accounts	Essential: I. Be a Chartered Accountant (CA) qualified from the Institute of Chartered Accountants of India (ICAI) and possess valid membership of ICAI. II. Candidates having 10 years post qualification experience in Project Accounting, Finalization of Accounts, Preparation of Annual Report including Corporate Governance, Costing & Budgeting, Internal Finance Control, Audit – Internal, Statutory & C&AG, Direct and Indirect Tax, Fund Management MIS etc. Preference will be given having experience in manufacturing Company. Age Limit : Not more than 50 years as on the closing date of application.
Sr. Manager Marketing (International)	Essential Bachelor's Degree in Engineering from a recognized University/Institute with minimum 05 years of post-qualification relevant experience marketing, sales, business development or commercial functions. OR Diploma in Engineering from a recognized University/Institute with minimum 07 years of post-qualification relevant experience in marketing, sales, business development or commercial functions. Desirable I Experience in defence production or defence marketing shall be preferred. II Experience in handling government tenders, institutional marketing and strategic partnerships. III. Experience of International business of Defence Sector. Age Limit: Not more than 50 years as on the closing date of application.
Manager Supply Chain Management	Essential: Bachelor's Degree in Engineering in a relevant discipline from a recognized University/Institute with minimum 03 years of post-qualification relevant experience. OR Diploma in Engineering in a relevant discipline from a recognized University/Institute with minimum 05 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 50 years as on the closing date of application.
Manager Administration	Essential: I Retired from any Defence Public Sector Undertaking under the Ministry of Defence. II Held the position corresponding to E-3 level or above at the time of retirement. Possess substantial experience in handling Human Resource/Personnel/Industrial Relations/Administration function. Candidates having experience in handling HR functions including recruitment, manpower planning, promotion, performance management, employee relations, disciplinary matters, service matters, HR policy formulation, training & development, welfare, industrial relations and establishment matters shall be preferred. Age Limit: Not more than 65 years as on the closing date of application.

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 cancelled 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:-

- Individuals wishing to apply for this engagement should submit their proposal along with the relevant supporting documents on or before closing date & Time.
- Individual against respective post may be selected on the basis of Qualifications, Experiences, positions hold (specific to requirement), accreditation and achievements etc followed by written or interview or both. For the purpose of transparency in selection, GIL may define a weighted chart based on factors like Qualifications, Experiences, positions hold (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 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. 04/2026**’ 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/- 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: 20.09.2026**

✓ Contact for Queries

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

APPLICATION FOR THE POST OF Against
Advertisement No. 04/2026

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/-), 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: _____