

A-12018/2/2024-AAIB-Part(1)
Government of India
Ministry of Civil Aviation
Aircraft Accident Investigation Bureau

3rd Floor, B Block, Udaan Bhawan,
Safdarjung Airport, New Delhi-110003
Dated:13.05.2026

CIRCULAR

The Recruitment Rules of AAIB are under revision. The Draft Recruitment Rules, 2026 of AAIB were published on AAIB's website on 24.03.2026.

2. In view of the above, comments are invited on the Draft Recruitment Rules, 2026 of AAIB. The comments are to be addressed to the Director General, AAIB and may be sent on the mail id: dg.aaib-moca@gov.in. The last date of the submission of the comments is 28.05.2026.



(K Ramesh Babu)
Director/ Head of Office

Ministry of Civil Aviation
(Aircraft Accident Investigation Bureau)

G.S.R.— In exercise of the powers conferred by the proviso to article 309 of the Constitution, the president hereby makes the following rules regulating the method of recruitment to the post of Director General, Director, Deputy Director, Assistant Director, Safety Investigation Officer (Airworthiness/Air Safety/Aircraft Engineering) in the Aircraft Accident Investigation Bureau under the Ministry of Civil Aviation, namely:

1. Short title and commencement.—(i) These rules may be called the Aircraft Accident Investigation Bureau (Group 'A') Recruitment Rules, 2026.

(ii) They shall come into force on the date of their publication in the Official Gazette.

(iii) These rules shall replace the Aircraft Accident Investigation Bureau (Group 'A') Recruitment Rules, 2022.

2. Application.—These rules shall apply to the posts specified in column (1) of the Schedule annexed to these rules.

3. Number of posts, classification and level in pay matrix etc.—The number of the posts, their classification and level in pay matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

4. Method of recruitment, age-limit, qualifications etc.—The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the aforesaid Schedule.

5. Disqualification.—No Person, -

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds, for so doing, exempt any person from the operation of this rule.

6. Power to relax.—Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing and in consultation with the Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

7. Saving.—Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Other Backward Classes, the Exserviceman and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

| Name of Post | Number of post | Classification | Level in the pay matrix. | Whether Selection post or non-selection post |
|---|---|--|--------------------------|--|
| (1) | (2) | (3) | (4) | (5) |
| 1. Director General – Aircraft Accident Investigation Bureau. | 1* (2026) *subject to variation depending upon | General Central Services, Group 'A' Gazetted, Non-Ministerial. | Level-14. | Selection |

| | | | | |
|--|------------|--|--|--|
| | work load. | | | |
|--|------------|--|--|--|

| Age limit for direct recruits | Educational and other qualifications required for direct recruits | Whether age and Educational qualifications prescribed for direct recruits will apply in the case of promotees. | Period of probation if any | Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and the percentage of the vacancies to be filled by various methods. |
|-------------------------------|---|--|----------------------------|---|
| (6) | (7) | (8) | (9) | (10) |
| Not applicable. | Not applicable. | Not applicable. | Not applicable. | Deputation (including short term contract). |

| In case of recruitment by promotion or by deputation/absorption, grades from which promotion or deputation/absorption is to be made | If a Departmental Promotion Committee exists, what is its composition? | Circumstances in which Union Public Service Commission is to be consulted in making recruitment |
|--|--|---|
| (11) | (12) | (13) |
| <p>Deputation (including short term contract): Officers of the Central Government or State Government or Union Territories or Defence Aviation or Army Aviation or Naval Aviation or Para Military Forces or Statutory Organisations or Universities or public sector undertakings or autonomous bodies or recognised research institution:</p> <p>(A) (i) holding analogous post on a regular basis in the parent cadre or department ; or</p> <p>(ii) with two years service rendered after appointment to the post on a regular basis in Level 13A or equivalent in the parent cadre or Department; or</p> <p>(iii) with three years service rendered after appointment to the post on a regular basis in level 13 in the pay matrix or equivalent in the parent cadre or Department; and</p> <p>(B) possessing following educational qualifications and experience:</p> | Not Applicable. | Consultation with Union Public Service Commission necessary. |

| | | |
|---|--|--|
| <p>(i) Bachelors Degree in Engineering or Technology in Aeronautical or Electronics and Communication or Mechanical or Electrical Engineering or Masters Degree in Science in Physics from a recognised university or institute; and</p> <p>(ii) having at least fifteen years' experience in the field of Airworthiness or Aviation Safety or Air Traffic Control including at least four years' experience in the investigation of incidents or serious incidents or accidents on Civil or Defence registered aircraft; or having at least fifteen years' experience in Administration or Finance or Management including three years' experience in aviation sector;</p> <p>Note 1: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-eight years as on the closing date of the receipt of applications.</p> | | |
|---|--|--|

| (1) | (2) | (3) | (4) | (5) |
|--------------|--|--|-----------|------------|
| 2. Director. | 02* (2026) *subject to variation depending upon work load. | General Central Services, Group 'A' Gazetted, Non-Ministerial. | Level-13. | Selection. |

| (6) | (7) | (8) | (9) | (10) |
|-----------------|-----------------|-----------------|-----------------|--|
| Not applicable. | Not applicable. | Not applicable. | Not applicable. | (i) Eighty-five per-cent by promotion failing which by deputation including short term contract; and (ii) Fifteen per-cent by deputation including short term contract. |

| (11) | (12) | (13) |
|---|--|---|
| <p>Promotion: Deputy Director in Level 12 in the Pay Matrix with five years of regular service in the grade and have successfully completed two to four weeks training in the field as prescribed by Competent Authority from time to time.</p> <p>Note: Where juniors who have completed their qualifying /eligibility service are being considered for promotion, their seniors would also be considered, provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Government or Union Territories or Defence Aviation or Army Aviation or Naval Aviation or Para Military Forces or statutory organisations or Universities or public sector undertakings or autonomous bodies or recognised research institution:</p> <p>(A) (i) holding analogous post on a regular basis in the parent cadre or department; Or</p> <p>(ii) Defence personnel with four years service rendered after appointment to the post on a regular basis in level 12A or equivalent in the parent cadre or Department; or</p> <p>(iii) with five years service rendered after appointment to the post on a regular basis in level 12 of the pay</p> | <p>Group 'A' Departmental Promotion Committee consisting of:-</p> <p>(i) Chairman/Member, Union Public Service Commission – Chairman;</p> <p>(ii) Secretary, Ministry of Civil Aviation – Member;</p> <p>(iii) Director General of Aircraft Accident Investigation Bureau – Member;</p> | <p>Consultation with Union Public Service Commission necessary while appointing an officer on deputation (including short term contract).</p> |

| | | |
|---|--|--|
| <p>matrix or equivalent in the parent cadre or Department; and</p> <p>(B) possessing following educational qualifications and experience:</p> <p>(i) Bachelors Degree in Engineering or Technology in Aeronautical or Electronics and Communication or Mechanical or Electrical Engineering or Masters Degree in Science in Physics from a recognised university or institute; and</p> <p>(ii) having at least twelve years experience in the field of Airworthiness or Aviation Safety or Air Traffic Control including at least three years experience in the investigation of incidents or serious incidents or accidents on Civil or Defence registered aircraft.</p> <p>Note 1: The period of deputation including the period of deputation in another ex- cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short- term contract) shall be not exceeding fifty-six years as on the closing date of the receipt of applications.</p> | | |
|---|--|--|

| (1) | (2) | (3) | (4) | (5) |
|---------------------|--|--|-----------|------------|
| 3. Deputy Director. | 04* (2026) *Subject to variation dependent on workload. | General Central Services, Group 'A' Gazetted, Non-Ministerial. | Level-12. | Selection. |

| | | | | |
|-----|-----|-----|-----|------|
| (6) | (7) | (8) | (9) | (10) |
|-----|-----|-----|-----|------|

| | | | | |
|-----------------|-----------------|-----------------|-----------------|--|
| Not applicable. | Not applicable. | Not applicable. | Not applicable. | (i) Eighty five per-cent. By promotion failing which by deputation including short term contract; and (ii) Fifteen per-cent. By deputation including short term contract. |
|-----------------|-----------------|-----------------|-----------------|--|

| (11) | (12) | (13) |
|--|--|---|
| <p>Promotion: Assistant Director in Level 11 in the Pay Matrix with five years of regular service in the grade and have successfully completed two to four weeks training in the field of as prescribed by Competent Authority from time to time.</p> <p>Note: Where juniors who have completed their qualifying/ eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Government or Union Territories or Defence Aviation or Army Aviation or Naval Aviation or Para Military Forces or statutory organisations or Universities or public sector undertakings or autonomous bodies or recognised research institution:</p> <p>(A) (i) holding analogous post on a regular</p> | <p>Group 'A' Departmental Promotion Committee consisting of :-</p> <p>(i) Chairman/Member, Union Public Service Commission - Chairman;</p> <p>(ii) Secretary, Ministry of Civil Aviation - Member;</p> <p>(iii) Director General of Aircraft Accident Investigation Bureau -Member.</p> | <p>Consultation with Union Public Service Commission necessary while appointing an officer on deputation (including short term contract).</p> |

| | | |
|--|--|--|
| <p>basis in the parent cadre or department ; or</p> <p>(ii) with five years service rendered after appointment to the post on a regular basis in level 11 in the pay matrix or equivalent in the parent cadre or Department; and</p> <p>(B) possessing following educational qualifications and experience:</p> <p>(i) Bachelors Degree in Engineering or Technology in Aeronautical or Electronics and Communication or Mechanical or Electrical Engineering or Masters Degree in Science in Physics from a recognised university or institute;</p> <p>(ii) having at least ten years experience in the field of Airworthiness or Aviation Safety or Air Traffic Control including at least two years experience in the investigation of incidents or serious incidents or accidents on Civil or Defence registered aircraft.</p> <p>Note 1: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed four years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of the receipt of applications.</p> | | |
|--|--|--|

| (1) | (2) | (3) | (4) | (5) |
|------------------------|---|---|-----------|------------|
| 4. Assistant Director. | 05* (2026) *Subject to variation dependent on workload | General Central Services, Group 'A' Gazetted, Non- Ministerial. | Level-11. | Selection. |

| (6) | (7) | (8) | (9) | (10) |
|-----------------|-----------------|-----------------|-----------------|--|
| Not applicable. | Not applicable. | Not applicable. | Not applicable. | (i) Eighty-five per-cent. By promotion failing which by deputation including short term contract; and (ii) Fifteen per-cent. By deputation including short term contract. |

| (11) | (12) | (13) |
|---|--|---|
| <p>Promotion: Safety Investigation Officer (Airworthiness/Aircraft Engineering/Air Safety) in Level 10 in the pay matrix with five years of regular service in the grade and have successfully completed two to four weeks training in the field as prescribed by Competent Authority from time to time.</p> <p>Note 1: The existing incumbents on the date of notification of the recruitment rules who do not possess educational qualifications and experience prescribed for Direct Recruits for the post of Safety Investigation Officers shall be required to successfully complete additional training as specified by Aircraft Accident Investigation Bureau.</p> <p>Note 2: Where juniors who have completed their qualifying /eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Government or Union Territories or Defence Aviation or Army Aviation or Naval Aviation or Para Military Forces or statutory organisations or Universities or public sector undertakings or autonomous bodies or</p> | <p>Group 'A' Departmental Promotion Committee consisting of:-</p> <p>(i) Secretary, Ministry of Civil Aviation – Chairman ;</p> <p>(ii) Joint Secretary, Ministry of Civil Aviation, – Member.</p> <p>(iii) Director General, Aircraft Accident Investigation Bureau – Member</p> | <p>Consultation with Union Public Service Commission necessary while appointing an officer on deputation (including short term contract).</p> |

| | | |
|--|--|--|
| <p>recognised research institution:</p> <p>(A) (i) holding analogous post on a regular basis in the parent cadre or department ; or</p> <p>(ii) with five years service rendered after appointment to the post on a regular basis in level 10 in pay matrix or equivalent in the parent cadre or Department; and</p> <p>(B) possessing following educational qualifications and experience:</p> <p>(i) Bachelors Degree in Engineering or Technology in Aeronautical or Electronics and Communication or Mechanical or Electrical Engineering or Masters Degree in Science in Physics from a recognised university or institute;</p> <p>(ii) having at least five years experience in the field of Airworthiness or Aviation Safety or Air Traffic Control including at least one year experience in the investigation of incidents or serious incidents or accidents on Civil or Defence registered aircraft.</p> <p>Note 1: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed four years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of the receipt of applications.</p> | | |
|--|--|--|

| (1) | (2) | (3) | (4) | (5) |
|---|--|--|------------------|----------------------------|
| 5. Safety Investigation Officer (Airworthiness/ Aircraft Engineering/ | 08* (2026) *Subject to variation dependent on | General Services, Group Gazetted, Ministerial. | Central 'A' Non- | Level-10. Selection |

| | | | | |
|--------------|----------|--|--|--|
| Air Safety). | workload | | | |
|--------------|----------|--|--|--|

| (6) | (7) | (8) | (9) | (10) |
|--|---|-----------------------|--|---|
| <p>Not exceeding 35 years.</p> <p>(Relaxable for Government servants up to five years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note. - The crucial date for determining the age limit shall be the closing date for Receipt of applications from candidates in India, (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi</p> | <p>(A) Airworthiness:</p> <p>Essential:</p> <p>(i) Possess a Bachelor's Degree in Physics or Mathematics or Aircraft Maintenance or Engineering Degree in Aeronautical or Mechanical or Electrical or Electronics or Telecommunication from a recognised University; and</p> <p>(ii) Possess a valid Aircraft Maintenance Engineer's (AME) Licence endorsed in either of the Categories B1 or B2 issued by Directorate General of Civil Aviation.</p> <p>Experience:</p> <p>Minimum three years of Aircraft Maintenance experience on an operating aircraft in an Aircraft Maintenance Organisation approved by Directorate General of Civil Aviation.</p> <p>Desirable:</p> <p>Work experience in a continuing Airworthiness Management Organisation or Aircraft Maintenance Organisation.</p> | <p>Not applicable</p> | <p>Two years subject to successful completion of mandatory induction training.</p> <p>Training:</p> <p>The newly inducted officers shall be provided an induction training for a period of minimum two weeks to enable officers to get a general understanding about the organisation, its vision and mission and acquire necessary competency required for performing their job. After completion of initial induction training, the newly inducted officers will be provided on the job training to enable them to handle their responsibility independently.</p> | <p>(i) Eighty-five per-cent. By direct recruitment failing which by deputation including short term contract; and</p> <p>(ii) Fifteen per-cent. By deputation including short term contract.</p> <p>Note: the post marked for direct recruitment shall be divided equally to three verticals namely Airworthiness, Air Safety and Aircraft Engineering. The vacancies shall be filled vertical wise.</p> <p>By Direct Recruitment for three verticals (Airworthiness, Aircraft Engineering, Air Safety) :</p> <p>Note. – Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more may be filled on deputation basis from officers of Central Government:-</p> <p>(A) (i) holding analogous posts on regular basis in the parent cadre/ department; or</p> <p>(ii) with two years' service in the grade rendered after</p> |

| | | | | |
|--|--|--|--|---|
| <p>Sub-Division of Chamba District of Himachal Pradesh, the Andaman and Nicobar Islands or Lakshadweep).</p> | <p>Note - Person holding Engineering Degree in Aeronautical may be considered without possessing a valid Aircraft Maintenance Engineer's Licence.</p> <p>(B) Aircraft Engineering:</p> <p>Essential:</p> <p>(i) Degree in Aeronautical or Electrical or Electronics or Mechanical or Metallurgical Engineering from a recognised University.</p> <p>(ii) Two years' experience in aircraft design and development including aircraft electrical or electronics or mechanical systems or airworthiness engineering.</p> <p>(C) Air Safety:</p> <p>Degree on Aeronautical Engineering from a recognised University</p> <p>Desirable:</p> <p>One year experience in aeronautical research and development or design or laboratory investigation of failed aircraft parts or flight Recorders involved in accident or incident or Airworthiness Engineering.</p> | | | <p>appointment thereto on a regular basis in posts in Level-8 in the pay matrix or Equivalent in the parent Cadre/Department; and</p> <p>(B) possessing the qualifications and experience prescribed for direct recruits under column (7).</p> <p>[Period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation/Department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications].</p> <p>Deputation (including short term contract):</p> <p>Officers of the Central Government or State Government or Union Territories or Defence Aviation or Army Aviation or Naval Aviation or Para Military Forces or statutory organisations or Universities or public sector undertakings or autonomous bodies or recognised research institution:</p> |
|--|--|--|--|---|

| | | | |
|--|--|--|---|
| | <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisites experience are not likely to be available to fill up the posts reserved for them.</p> | | <p>(A) (i) holding analogous post on a regular basis in the parent cadre or department; or</p> <p>(ii) with two years service rendered after appointment to the post on a regular basis in level-9 or level-8 in the pay matrix or equivalent in the parent cadre or Department; and</p> <p>(B) possessing following educational qualifications and experience:</p> <p>(i) Bachelors Degree in Engineering or Technology in Aeronautical or Electronics and Communication or Mechanical or Electrical Engineering or Masters Degree in Science in Physics from a recognised university or institute; and</p> <p>(ii) having at least two years experience in the field of Airworthiness or Aviation Safety or Air Traffic Control including at least six months experience in the investigation of incidents or serious incidents or accidents on Civil or Defence registered aircraft.</p> <p>Note 1: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or</p> |
|--|--|--|---|

| | | | | |
|--|--|--|--|---|
| | | | | <p>department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of the receipt of applications.</p> |
|--|--|--|--|---|

| (11) | (12) | (13) |
|-----------------------|--|---|
| Not applicable | <p>Group 'A' Departmental Confirmation Committee consisting of:-</p> <p>(i) Director General of Aircraft Accident Investigation Bureau – Chairman;</p> <p>(ii) Director/Deputy Secretary, Ministry of Civil Aviation – Member;</p> <p>(iii) Director, Aircraft Accident Investigation Bureau – Member;</p> <p>(iv) Director (Finance & Administration), Directorate General of Civil Aviation – Member.</p> | <p>Consultation with Union Public Service Commission necessary.</p> |