

Notification No. 01/KIAL/Rect/2025-26 dated 03/02/2026

APPOINTMENTS

KANNUR INTERNATIONAL AIRPORT LIMITED (KIAL) REQUIRES THE FOLLOWING PERSONNEL:

Sl No .	Name of Post	No. of Vacancies	Qualification & Experience	Upper Age limit As on 31/01/2026	Remuneration (Consolidate)
1	Sr. Manager-Civil Engineering	1	<p>Qualification:</p> <ol style="list-style-type: none"> 1. First Class Bachelor’s degree in Civil Engineering (essential). 2. Master’s degree in Structural / Construction / Transportation Engineering or related field (preferred). 3. Valid Professional certifications (e.g., Chartered Engineer / PMP / Airport Engineering certificates) — a plus. <p>Relevant Industry & Domain Experience</p> <ol style="list-style-type: none"> 1. Minimum 20+ years of progressive civil engineering experience. 2. Significant experience in large infrastructure / airport / aviation projects like airport construction/expansion either on the rolls or under contract. 3. Proven background managing terminal buildings, pavements, runways, taxiways, drains, roads, retaining walls, and utilities in aviation contexts. 	Maximum Age 52 years as on 31 January 2026.	<p>1,50,000/- per month</p> <p>(Experienced candidates may be offered higher salary)</p>

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			<p>4. Should have worked for a minimum 5 years in Managerial position (Manager or above) in the preceding tenure.</p> <p>Technical Competence: The candidate must demonstrate strong knowledge in:</p> <ol style="list-style-type: none"> 1. Airport civil infrastructure planning, design & construction standards. 2. Pavement engineering (runways, taxiways, aprons) and Structural engineering. 3. Quality control systems, Contract administration, tendering & BOQ evaluation. 4. Ability to plan, execute, and deliver large works on time and on budget. 5. Knowledge of risk assessment, cost control, procurement, and contract compliance. <p>Leadership & People Management</p> <ol style="list-style-type: none"> 1. Demonstrated ability to lead and mentor multidisciplinary teams. 2. Strong coordination with departments like Operations, Safety, Procurement, Finance and External agencies. Competence in software driven application, performance management, training, and conflict resolution. 		

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2	Sr.Manager-Electrical Engineering	1	<p>Qualification:</p> <ol style="list-style-type: none"> 1. First Class Degree in Electrical Engineering 2. M.Tech in Electrical / Power Systems (preferred). 3. Certification in Energy Management (BEE Certified Energy Manager) – a plus. (Desirable) <p>Relevant Industry & Domain Experience</p> <ol style="list-style-type: none"> 1. Minimum 20+ years of progressive electrical engineering experience. 2. Significant experience in Airports / Metro Rail / Large Infrastructure / SEZ / Industrial Townships either on direct rolls of the company or under contract. 3. Hands on experience in Operation & Maintenance of: <ul style="list-style-type: none"> • 33kV / 11kV substations • DG sets & UPS systems • Airfield Ground Lighting (AGL) • SCADA / BMS • Terminal electrical systems • Solar power plants 4. Execution of large electrical projects. 5. Should have worked for a minimum 5 years in Managerial position (Manager or above) in the preceding tenure. <p>Preference:</p> <ul style="list-style-type: none"> • Experience in Greenfield or Brownfield airport projects. 	Maximum Age 52 years as on 31 January 2026.	<p>Rs 1,50,000/- per month</p> <p>(Experienced candidates may be offered higher salary)</p>

Sl No	Name of Post	No. of Vacancies	Qualification & Experience	Upper Age limit As on 31/01/2026	Remuneration (Consolidate)
			<ul style="list-style-type: none"> • Exposure to common fuel hydrant electrical systems and critical infrastructure backup planning. <p>Technical Competencies</p> <ol style="list-style-type: none"> 1. The candidate should demonstrate strong knowledge of: <ul style="list-style-type: none"> ○ HT/LT systems ○ Protection systems & relay coordination ○ Energy optimization & demand management ○ Earthing & lightning protection systems 2. Should be familiar with Familiarity with regulatory norms (relevant to airport electrical safety), Electrical Inspectorate regulations, CEA safety regulations 3. Should have the ability to guide the team in handling: <ul style="list-style-type: none"> ○ 24x7 critical power reliability environment ○ Preventive & predictive maintenance systems ○ Root cause analysis of electrical failures ○ Emergency power restoration planning <p>Leadership, Admin & People Management</p> <ol style="list-style-type: none"> 1. Demonstrated ability to lead and mentor multidisciplinary teams (minimum 20–30 technical staff handling experience preferred) 2. Plan and execute Vendor & AMC contract management 3. Budget planning and CAPEX/OPEX control 4. Tendering & procurement process familiarity (CPWD/State norms preferred) 5. Strong coordination skills with internal and external stakeholders. 		

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3	Sr.Manager-HR	1	<p>Qualification : First class Graduate in any discipline with MBA/PGDBM in HR from a reputed institution / University recognized within India.</p> <p>Desirable</p> <ul style="list-style-type: none"> • Certification in Labour Laws / Industrial Relations. • Certification in HR Analytics / Talent Management. <p>Experience:</p> <ol style="list-style-type: none"> 1. Minimum 20 years' experience in HR functions in reputed corporates sectors. 2. At least 3 years in a senior managerial HR (as Senior Manager or above) role. 3. Experience in: <ul style="list-style-type: none"> ○ Large Corporate environment / Aviation / PSU / Infrastructure ○ Managing workforce strength of 150+ employees (on roll) and 1000+ off roll employees with 24x7 operational environments. ○ Handling unions / industrial relations. ○ Contract manpower management & HR regulatory compliance. ○ Compensation Structure management ○ Good inter-personal skills 	Maximum Age 52 years.	<p>1,50,000/- per month</p> <p>(Experienced candidates may be offered higher salary)</p>

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			<p>Preference:</p> <ul style="list-style-type: none"> • Experience in government-regulated or multi-agency operational environments. • Airport or aviation sector experience. <p>Core Functional Competencies</p> <ol style="list-style-type: none"> 1. Strategic HR Management <ul style="list-style-type: none"> • Workforce planning aligned with airport expansion / traffic volume. • Succession planning & leadership development. • HR policy formulation & revision. • Organizational restructuring & manpower optimization. 2. Talent Acquisition & Development <ul style="list-style-type: none"> • Recruitment planning for technical & operational roles. • In-depth knowledge of various Performance Management Systems (PMS) models and also experience of implementing any of them • Training & competency framework development including Training Need Identification (TNI). • Designing training and up-skilling strategy for employees. • Internship program structuring (especially relevant to airport operations). 3. Industrial Relations & Compliance 		

Sl No	Name of Post	No. of Vacancies	Qualification & Experience	Upper Age limit As on 31/01/2026	Remuneration (Consolidate)
			<ul style="list-style-type: none"> • Strong knowledge of Labour Laws (Factories Act, Shops & Establishments Act, EPF, ESI, Gratuity, etc.), Standing Orders and Contract Labour (Regulation & Abolition) Act • Good at handling Disciplinary proceedings, Domestic enquiries, Grievance redressal, Negotiations with unions. <p>Leadership, Admin & People Management</p> <ol style="list-style-type: none"> 1. Individual should possess high emotional intelligence and strong negotiation & conflict resolution skills. 2. Good at Budgeting & HR cost control, Payroll oversight & statutory remittances. 3. Strong traits of Vendor & HRMS management. 4. Policy standardization & Progressive innovative (uniform, discipline, ethics). 5. Knowledge of POSH compliance & Internal Committee management 		

General Instructions to Applicants:

1. Applications will be accepted through **online** only. Applications received in any other means will be summarily rejected except for evictee category, who have to apply online as well as submit/send a hard copy with a self-attested copy of the related LAC (Land Acquisition Certificate).
2. Only Indian Nationals can apply for the above post.

3. Before applying for the post, the candidate should ensure that he/she fulfills the eligibility and other norms mentioned in the advertisement/ notification. The candidates are advised to ensure that the particulars furnished by them in the online application form are correct in all respects. In case it is detected at any stage of recruitment process that the candidate does not fulfill the eligibility criteria and/ or does not comply with other requirements and/or he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature is liable to be rejected.
4. The eligibility of applicants with respect to age, educational qualification, experience etc. will be determined as on 31.01.2026.
5. Screening of applications will be done based on the details provided by applicants in the online application with reference to the qualification, age, experience etc. specified for the post.
6. A non-refundable application fee of Rs 500/- will be payable by all applicants other than the evictee category applicants.
7. Candidates have to upload scanned copy of their recent passport size photograph of maximum size 21 KB in JPG,GIF Or PNG format. Dimension 150 x 173 pixels. The same photograph should be affixed on the admit card, if called for the next stage of selection process.
8. The application must be submitted online on or before **5.00 pm (IST) on 17/04/2026**. Candidates are advised to submit applications sufficiently early to avoid last minute rush.
9. Selection process will be based on **Written test and Interview**. If the number of eligible candidates is more than 100 Nos., a written test will be conducted for shortlisting candidates for the interview.

Qualifying mark in written test will be 50% of maximum mark for all candidates other than candidates from house evictee category.

There shall be no written test for the selection of Senior Manager position. Selection for these posts will be based on their qualification and performance in the interview.

10. Shortlisted candidates will have to submit the original certificates at a prescribed stage in the selection process. During verification of these documents, if any of the data submitted through online by the candidate is found to be false or incorrect, they shall be disqualified and will not be permitted to attend further process of selection and in addition any other actions as applicable.
11. All documents, including Admit card for written test and Interview call letters will be available online, and can be downloaded by the applicant using his/her **Application number and date of birth**. Candidates are advised to visit the website www.kannurairport.aero/careers regularly for updates/notices and announcements.
12. Kannur International Airport reserves the right to accept or reject any or all applications without assigning any reason thereof, at its discretion.
13. TA/DA will not be paid by Kannur International Airport to candidates for attending any tests / interview.
14. Applications of candidates attempting to influence or interfere with the selection process will be rejected summarily and he/she will be declared disqualified for future vacancies in Kannur International Airport.
15. Selected candidates may be posted in any department/functions of the company. They are liable to be transferred/deputed to any other department/branch/unit/subsidiary/joint venture of the company as the case may be.
16. Selected candidates shall be required to work on any shift as assigned by the Company.
17. Candidates employed in Govt. Departments/PSUs/Autonomous bodies must produce “No Objection Certificate (NOC)” at the time of interview from respective employer/Government Department. In case, the candidate fails to produce the NOC, his/her candidature will not be considered for further process.
18. Decision of Kannur International Airport in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of conduct of interview, selection and any other matter relating to recruitment will be final and binding on the candidate.

19. KIAL reserves the right not to fill the vacancies, if there are no suitable candidates without issuing any further notice or assigning any reason thereof.

20. Court of jurisdiction for any dispute will be at Kannur District.

21. All queries /issues regarding application submission etc. are to be addressed only through e-mail: careers@kannurairport.aero

Important Dates:

Commencement of Online Application : 11 March 2026 - 4.00 PM (IST)

Last date for submission of Online Application : 17 April 2026 - 5.00 PM (IST)

Sd/-
Managing Director