

## RECRUITMENT-2026

### MAHARASHTRA AIRPORT DEVELOPMENT COMPANY LTD.

MADC invites application from eligible candidates for the various posts. The application clearly mentioning the name of the post for which you are applying in prescribed format should reach in hard copies to the undersigned on or before 27/03/2026 on following address: -

#### **Vice Chairman and Managing Director**

**Maharashtra Airport Development Company**

**Ltd.** 8th Floor, Centre-1, World Trade Centre - 1,

Cuffe Parade, Mumbai- 400 005

Tel: - 022-49212133

#### **Regular posts:**

SI No	Post Name	No. of Post	Pay scale	Qualification	Upper Age Limit	Experience
1	Chief Security Officer at On Regular Basis	02	Rs.15600-39100 Grade Pay Rs.5400/- (To be revised as per 7th Pay Commission)	1. Graduate in any discipline (minimum 3 years duration) from a recognized University; 2. In case of Ex-Servicemen - who are graduate, have a service record of minimum 15 years in the armed forces and who have been honorably discharged from the services during the preceding two years	45 Yrs.	1. The candidate must have minimum 10 years post qualification AvSec /Airport security experience in the capacity of Supervisor or higher with an Airport Operator/ Aircraft operators /Defence/Army/Central Armed Police/ Police Forces/Cargo Company/ Aviation Logistics or any relevant Aviation security Service. 2. Candidate shall possess valid Basic AVSEC certification and SMS. 3. Strong understanding and demonstrated experience in the preparation of Airport

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				<p>with valid AvSec certification.</p> <p>Preferable Qualifications</p> <ul style="list-style-type: none"> <li>• NCC 'B'/'C' Certificate</li> <li>• Knowledge of Fire Fighting</li> <li>• Knowledge in Industrial Security</li> <li>• Knowledge in Disaster Management</li> <li>• Knowledge of Unarmed Combat</li> <li>• Armed Forces/Police Background</li> <li>• Risk and Compliance Management</li> </ul>		<p>Emergency documents, operational certifications, and development of Standard Operating Procedures (SOPs).</p> <ol style="list-style-type: none"> <li>4. Must have knowledge/ certification of BCAS guidelines, AVSEC Orders / Circulars, National Civil Aviation Security Programme (NCASP), ICAO Annex 17 etc.</li> <li>5. Experience in dealing with audits / inspections by BCAS or similar regulators. Experience in dealing with audits / inspections by BCAS or similar regulators.</li> <li>6. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</li> </ol>
2	Asst. Executive Engineer (Civil) (On Regular Basis)	02	Rs.15600-39100 Grade Pay Rs.5400/- (To be revised as per 7th Pay Commission)	Full time Bachelor's Degree in Civil Engineering from a recognized University	45 years	<ol style="list-style-type: none"> <li>1. with more than 10 years of Civil Engineering in infrastructure works like Runways, Taxiways (flexible &amp; rigid pavements), PEB structures preferable in airports</li> <li>2. Knowledge of preparation of estimates &amp; rate analysis well conversant in SSR and market rates analysis</li> <li>3. Must have certifications or experience in ICAO: Doc 9157 (Airport Services Manual – Pavement &amp; Engineering), Doc 9184 (Airport</li> </ol>

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						<p>Planning Manual – Pavements &amp; Layout), Doc 9981 (Pavement Evaluation &amp; Rating).</p> <p>4. Proficiency in MS Office (Word, Excel, PowerPoint,) is essential</p> <p>5. Knowledge of latest AutoCAD will be preferred</p> <p>6. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</p>
3	Manager - (Terminal Operations)	01	Rs.15600-39100 Grade Pay Rs.5400/- (To be revised as per 7th Pay Commission)	Full time Bachelor's Degree from recognized University	45 years	<ol style="list-style-type: none"> <li>1. Minimum 7 years of experience in Airport Operations with exposure to Terminal operations with supervisory or higher roles.</li> <li>2. Proven experience in passenger terminal operations with knowledge and experience of ICAO Annex-9 – Facilitation</li> <li>3. Shall be ICAO-Annex 14 and SMS Certified.</li> <li>4. Familiarity with SOPs, process flows, resource management, and ensuring compliance with Service Level Agreements (SLAs) for housekeeping, etc.</li> <li>5. Experience in addressing passenger grievances and coordinating with relevant departments for timely closure.</li> <li>6. Experience in handling VIP/VVIP movement and managing shift operations.</li> <li>7. Experience in stakeholder coordination, airside emergency response (aircraft incidents,</li> </ol>

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						<p>bomb threats, evacuations, etc.), and issuing permits/MIS reporting.</p> <p>8. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</p>
4	Safety Officer	03	Rs 9300-34800 GP 4400/- P.M. (To be revised as per 7th Pay Commission)	Full time Bachelor's Degree in Aviation Management, Science, or equivalent from recognized University	40 years	<ol style="list-style-type: none"> <li>1. Technical/Operational Background: shall have a technical background and at least 5 years of operational experience in aviation - such as Pilot, Aircraft Maintenance Engineer, Dispatcher, ATCO, aerodrome operations/maintenance, or equivalent aviation roles as a supervisory or above.</li> <li>2. Safety Management Training: Must be trained in Safety Management System (SMS) as per CAR requirements (CAR Section 1 Series C Part I) and shall have valid certifications.</li> <li>3. Shall be certified – Annex 14, SMS and GRF.</li> <li>4. Must have minimum three years of experience in safety management or quality management in aviation. This may include involvement in accident/incident investigation, safety data analysis, risk assessment, audits, inspections, and distribution of safety information.</li> <li>5. Must have experience in preparation of SMS manual and DGCA guidelines.</li> <li>6. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</li> </ol>

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5	Senior Manager (Finance & Accounts) on Regular Basis at Mumbai	01	Pay Band PB 3 Rs.15200-39100 GP-Rs.6600 Matrix Level – S-23 (To be revised as per 7th Pay commission)	1) Possess the qualification of Chartered Accountant of India (CA)  2) Bachelor's Degree in Commerce from recognized university	40 Years	<ol style="list-style-type: none"> <li>1. Have more than 5 years of post-qualification experience with reputed Private / Government organization.</li> <li>2. Must have experience of preparation of Financials under IND AS</li> <li>3. Should have experience in compliance like Companies Act, Income Tax Act, GST.</li> <li>4. Should have experience of Handling various audits of the Company</li> <li>5. Coordinating with banks for day-to-day Banking work.</li> <li>6. Must have experience of handling team.</li> <li>7. Preference will be given to the candidate having prior work experience in aviation industry.</li> <li>8. Good knowledge of excel and other Ms Office software and Tally.</li> <li>9. Knowledge of Marathi and Hindi Language essential.</li> <li>10. Preference would be given to candidates from Government / Public Sector.</li> <li>11. Experience in Aviation/ Infrastructure sector will be an added advantage.</li> </ol>
6	Assistant Accounts Officer (Regular Basis)	02	Pay Band PB 2 Rs.9300- 34800 GP-Rs.4400 Matrix Level – S-15	1) B.com (3 years Duration from recognized university)	42 Years	<ol style="list-style-type: none"> <li>1. Have more than 5 years of post-qualification experience with reputed Private / Government organization.</li> <li>2. Assist in overall compliance like Companies Act, Income Tax Act, GST.</li> </ol>

SI No	Post Name	No. of Post	Pay scale	Qualification	Upper Age Limit	Experience
			(To be revised as per 7th Pay commission)	C.A. (Intermediate)/ IPCC Passed/ MBA (Finance) or M.com preferable		<ol style="list-style-type: none"> <li>3. Good knowledge of excel and other Ms Office software and Tally.</li> <li>4. Knowledge of Marathi Language essential.</li> <li>5. Preference would be given to candidates from Government / Public Sector.</li> <li>6. Experience in Aviation/ Infrastructure sector will be an added advantage.</li> </ol>
7	Sr. Accounts Clerk (Regular Basis) at Mumbai.	02	Pay Band PB 1 Rs. 5200 - 20200, GP- Rs. 2900 (To be revised as per 7th Pay commission).	B.com (3 years duration from recognized university).  Post-Graduation in commerce (M.com) preferable	35 Years	<ol style="list-style-type: none"> <li>1. Have total work experience of minimum 2 years' experience with reputed Private / Government organization after obtaining above qualification.</li> <li>2. Good knowledge of excel and other Ms Office software and Tally</li> <li>3. Knowledge of Marathi and Hindi Language essential.</li> <li>4. Preference would be given to candidates from Government / Public Sector</li> <li>5. Experience in Aviation / Infrastructure sector will be an added advantage.</li> </ol>
Total – Regular Positions - 13						
<b>Contractual basis:</b>						
1	Manager (Airside Operations) on Contractual	02	Rs. 60,000/- Inclusive of all taxes	Full time Bachelor's Degree from recognized University	45 years	<ol style="list-style-type: none"> <li>1. Must have Airside operations experience of minimum 5 years at Airside/ ATC/ Aerodrome safeguarding / Aerodrome</li> </ol>

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	basis					<p>licensing department in Supervisory roles is preferred.</p> <ol style="list-style-type: none"> <li>2. Shall be ICAO-Annex 14 &amp; GRF and SMS Certified.</li> <li>3. Must have sound knowledge of ICAO Annex -14 and DGCA CARS and various MIS reports of Airside and issues of permits and apron management and Aerodrome licensing etc</li> <li>4. Sound knowledge of DO's and Dont's at Air side and aerodrome safeguarding.</li> <li>5. Ready to work in / handle shifts.</li> <li>6. Shall have LMV licensee and HMV is an added advantage.</li> <li>7. Shall possess Good Interpersonal Skills and have good oral and written communications skills. Candidates conversant with Marathi language will be preferred.</li> <li>8. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</li> </ol>
2	Assistant Manager (Airside Operations) on Contractual basis	05	Rs. 52,000/- Inclusive of all taxes	Full time Bachelor's Degree from recognized University	40 years	<ol style="list-style-type: none"> <li>1. Must have Airside operations experience of minimum 3 years at Airside/ ATC/ Aerodrome safeguarding / Aerodrome licensing department in Supervisory roles is preferred.</li> <li>2. Shall be ICAO-Annex 14 &amp; GRF and SMS Certified.</li> </ol>

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						<ol style="list-style-type: none"> <li>3. Must have sound knowledge of ICAO Annex -14 and DGCA CARS and various MIS reports of Airside and issues of permits and apron management and Aerodrome licensing etc</li> <li>4. Sound knowledge of DO's and Dont's at Air side and aerodrome safeguarding.</li> <li>5. Ready to work in / handle shifts.</li> <li>6. Shall have LMV licensee and HMV is an added advantage.</li> <li>7. Shall possess Good Interpersonal Skills and have good oral and written communications skills. Candidates conversant with Marathi language will be preferred.</li> <li>8. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</li> </ol>
3	Assistant Manager - (Terminal Operations) Contractual basis	07	Rs. 85,000/- Inclusive of all taxes	Full time Bachelor's Degree from recognized University	40 years	<ol style="list-style-type: none"> <li>1. Minimum 5 years of experience in Airport Operations with exposure to Terminal operations with supervisory or higher roles.</li> <li>2. Proven experience in passenger terminal operations with knowledge and experience of ICAO Annex-9 – Facilitation</li> <li>3. Should be ICAO-Annex 14 and SMS Certified.</li> <li>4. Familiarity with SOPs, process flows, resource management, and ensuring</li> </ol>

SI No	Post Name	No. of Post	Pay scale	Qualification	Upper Age Limit	Experience
						<p>compliance with Service Level Agreements (SLAs) for housekeeping, etc.</p> <p>5. Experience in addressing passenger grievances and coordinating with relevant departments for timely closure.</p> <p>6. Experience in handling VIP/VVIP movement and managing shift operations.</p> <p>7. Experience in stakeholder coordination, airside emergency response (aircraft incidents, bomb threats, evacuations, etc.), and issuing permits/MIS reporting.</p> <p>8. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</p>
4	Duty Manager – Airside (Supervisor) (contract basis)	02	Rs. 60,000/- Inclusive of all taxes	Full time Bachelor's Degree from recognized University	35	<p>1. Must have Airside operations experience of minimum 3 years at Airside/ ATC/ Aerodrome safeguarding / Aerodrome licensing department in Supervisory roles is preferred.</p> <p>2. Shall be ICAO-Annex 14 &amp; GRF and SMS Certified.</p> <p>3. Must have sound knowledge of ICAO Annex -14 and DGCA CARS and various MIS reports of Airside and issues of permits and apron management and Aerodrome licensing etc</p> <p>4. Sound knowledge of DO's and Dont's at Air side and aerodrome safeguarding.</p>

SI No	Post Name	No. of Post	Pay scale	Qualification	Upper Age Limit	Experience
						<p>5. Ready to work in / handle shifts.</p> <p>6. Shall have LMV licensee and HMV is an added advantage.</p> <p>7. Shall possess Good Interpersonal Skills and have good oral and written communications skills. Candidates conversant with Marathi language will be preferred.</p> <p>Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</p>
5	Duty Manager – Terminal (Supervisor) (contract basis)	02	Rs. 60,000/- Inclusive of all taxes	Full time Bachelor's Degree from recognized University	35 years	<ol style="list-style-type: none"> <li>1. Minimum 3 years of experience in Airport Operations with exposure to Terminal operations with supervisory or higher roles.</li> <li>2. Proven experience in passenger terminal operations with knowledge and experience of ICAO Annex-9 – Facilitation</li> <li>3. Should be ICAO-Annex 14 and SMS Certified.</li> <li>4. Familiarity with SOPs, process flows, resource management, and ensuring compliance with Service Level Agreements (SLAs) for housekeeping, etc.</li> <li>5. Experience in addressing passenger grievances and coordinating with relevant departments for timely closure.</li> <li>6. Experience in handling VIP/VVIP movement and managing shift operations.</li> </ol>

SI No	Post Name	No. of Post	Pay scale	Qualification	Upper Age Limit	Experience
						<p>7. Experience in stakeholder coordination, airside emergency response (aircraft incidents, bomb threats, evacuations, etc.), and issuing permits/MIS reporting.</p> <p>8. Good communication skills in English, Hindi &amp; Marathi language, knowledge of Marathi is essential</p>
6	Deputy Planner (Contract Basis)	02	Rs 80,000/- per month (fixed)	Essential - Postgraduate in town /city/ country/ urban/ Regional Planning from an Institution or University recognized by Govt. obtained after Securing a degree in Architecture / Civil Engineering/ or equivalent	40 years	Desirable: Experience in DP preparation/ Building permission/ preparation of layout, etc.
	Total contractual - 20					

\*Apply with detailed CV on or before **Date: 27/03/2026** by **Speed Post only** to Vice Chairman and Managing Director, at the address mentioned above.

**Sd/-**  
**Vice Chairman and Managing Director**  
**Maharashtra Airport Development Company**  
**Ltd.**

## **INSTRUCTIONS, GUIDELINES AND GENERAL CONDITIONS FOR THE CANDIDATES:**

- i) Appointment will be made as per vacancies and requirements.
- ii) Age limit & experience shall be considered as on date of advertisement.
- iii) Before filling up the application form candidates should ensure that they fulfil all eligibility criteria. MADC will take up verification of eligibility conditions with reference to the original documents only after the candidate has qualified for interview. Their admission to all the stages of the recruitment process will be purely provisional subject to satisfying the prescribed eligibility criteria.
- iv) The candidates will be short listed for personal interview on the basis of documents submitted. Taking into consideration the performance in the personal interview, the selection list will be prepared.
- v) Prescribed qualifications are minimum and mere possession of the same does not entitle the candidate to be called for interview. The candidates will be shortlisted for interview commensurate with the number of vacancies.
- vi) MADC reserves its right to recruit number of candidates as per requirement to respective post or to cancel this advertisement fully or partially on any ground without giving any notice at any time.
- vii) Candidates, who are working in the Government Organization/undertaking, must forward their application with the “No Objection Certificate” from his/her Head of the Department.
- viii) Candidates must make sure that he/she is fulfilling all the required educational and experience criteria. Candidature can be cancelled at any stage, if not fulfilling the requisite criteria /conditions /qualifications.
- ix) If any false/incorrect information furnished by the candidate is detected at any stage of recruitment process, or any other problematic issue is observed his/her candidature will be cancelled.
- x) Candidate will not eligible for the appointment if he/she punished by any court in the Civil/Criminal cases. Candidate must produce the details, if he/she facing police inquiry/outstanding court matter or punishment if any.
- xi) The decision of the Management in all matters relating to recruitment shall be final and no individual correspondence will be entertained.
- xii) Selected candidate appointed in MADC will have to work at any place within State of Maharashtra or elsewhere as per requirement.
- xiii) After appointment the candidate will have to produce police verification certificate within 30 days and character certificate from the concerned police station. If the reports are found to be offensive, the said candidate will be terminated from the services without giving any intimation.
- xiv) Candidate must remain present at their own expenses for the entire recruitment drive.
- xv) Candidate must be alert from the assurance of Mediator/ Thief/ Persons who claim to be belonging to MADC.
- xvi) The recruitment in MADC is done strictly as per merit in a systemic way giving appropriate weightage to various parameters as decided by Management.
- xvii) Any canvassing by or on behalf of the candidates or to bring any outside influence with regards to their selection/recruitment shall result in disqualification of candidature.
- xviii) The candidates should submit the self-attested documents wherever required as per eligibility criteria in order mentioned below-
  - a) SSC mark sheet & SSC Board Certificate.
  - b) HSC mark Sheet & Board Certificate.
  - c) Degree mark sheet & Certificate.
  - d) Experience Certificate.
  - e) PAN Card

- f) Aadhar Card.
- g) Caste Certificate if any.
- h) Detailed CV

## FORMAT OF CV

### 1. POST APPLIED FOR:

### 2. GENERAL INFORMATION:

- i) Name :
- ii) Mob No. :
- iii) Email Id :
- iv) Father's name :
- v) Address for Correspondence :
- vi) Permanent Address :
- vii) Nationality :
- viii) Religion or cast (Valid Certificate if any) :
- ix) Date of Birth :
- x) Mother Tongue :
- xi) Language Known :

### 3. EDUCATIONAL QUALIFICATION:

(Starting from SSC/Board to highest)

### 4. MEMBERSHIP OF PROFESSIONAL BODIES:

Course	Board / University	School/College	Date of Passing	% Marks / Grade

### 5. EXPERIENCE:

(Starting from present to past indicating grade pay and important assignments)

Name of Organization	Designation	From Date	To Date	Experience in Years	Grade Pay / Gross Pay	Important Assignments

Place:

Date:

(Sd/)

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