RITES LIMITED
(A Govt. of India Enterprise)
RITES Bhawan, Plot No. 1, Sector – 29, Gurgaon – 122001

Recruitment of Engineering professionals on contractual basis in pay-scale

RITES Ltd., a Mini Ratna Central Public Sector Enterprise under the Ministry of Railways, Govt. of India is a premier multi-disciplinary consultancy organization in the fields of transport, infrastructure and related technologies.

RITES Ltd. is in urgent need of dynamic and hard working professionals as under:

VC No.	Post	Vacancies					
		UR	EWS	OBC	SC	ST	Total
40/19	Additional General Manager (Design)	1	0	0	0	0	1
41/19	Deputy General Manager (Design)	1	0	0	0	0	1
42/19	Manager (Design)	1	0	1	0	0	2

Age Limit

VC No	Maximum Age	Cut-off date for calculation of age
40/19 & 41/19 (AGM & DGM)	54 years	01.06.2019
42/19 (Manager)	40 years	

Minimum Qualifications & Experience

VC No	Designation & Pay Scale (Rs.)	Minimum Educational Qualification*	Minimum post - qualification experience
40/19	Additional General Manager (Design) (Rs. 1,00,000-2,60,000)	BE/ B.Tech/ BSc (Engineering) Degree in Civil Engineering AND M. Tech Degree in Structural Engineering/ Ocean Engineering/Marine structures/ Offshore structures	15 years
Experience is defined as under: Candidate should possess post qualification experience of minimum 15 years in design of coastal and offshore structures viz. jetties, berths, breakwater, diaphragm wall, dry/ wet dock basin, slipway, marine lift facilities etc			
41/19	Deputy General Manager (Design) (Rs. 70,000-2,00,000)	BE/ B.Tech/ BSc (Engineering) Degree in Civil Engineering AND M. Tech Degree in Structural Engineering/ Ocean Engineering/Marine structures/ Offshore structures	7 years
Experience is defined as under: Candidate should possess post qualification experience of minimum 7 years in design of coastal and offshore structures viz. jetties, berths, breakwater, diaphragm wall, dry/ wet dock basin, slipway, marine lift facilities etc.			

42/19	Manager (Design) (Rs. 60,000-1,80,000)	BE/ B.Tech/ BSc (Engineering) Degree in Civil Engineering AND M. Tech Degree in Structural Engineering/ Ocean Engineering/Marine structures/ Offshore structures	5 years
Experience is defined as under: Candidate should possess post qualification experience of minimum 5 years in design of coastal and offshore structures viz. jetties, berths, breakwater, diaphragm wall, dry/ wet dock basin, slipway, marine lift facilities etc.			

*Candidate belonging to General/ EWS category (and candidates belonging to SC/ST/OBC(NCL)/PWD applying against unreserved posts) should have first class degree/ minimum 60% marks in Minimum Qualification for consideration against unreserved posts
Reserved category candidates (SC/ST/OBC(NCL)/PWD as applicable) should have at least 50% marks in Minimum Qualification for consideration against reserved posts.

S No	Level	Minimum experience level
1	AGM	Candidates from Govt. Department, Central/ State PSU should currently be working in IDA pay scale of ₹ 80,000-2,20,000; or above; or; should have annual CTC of 13.5 LPA. Candidates working in Autonomous Bodies/ Private firms should have an annual CTC of atleast 13.5 LPA
2	DGM	Candidates from Govt. Department, Central/ State PSU should currently be working in IDA pay scale of ₹ 50,000-1,60,000 / Level 9 of pay matrix of 7th CPC or above; or; should have annual CTC of 8.1 LPA. Candidates working in Autonomous Bodies/ Private firms should have an annual CTC of atleast 8.1 LPA
3	Manager	Candidates from Govt. Department, Central/ State PSU should currently be working in IDA pay scale of ₹ 40,000-1,40,000 / Level 7 of pay matrix of 7th CPC or above; or; should have annual CTC of 6.75 LPA. Candidates working in Autonomous Bodies/ Private firms should have an annual CTC of atleast 6.75 LPA

Experience shall be calculated as on 01.06.2019.

Note for Educational Qualification:

The candidate should possess Degree recognized by AICTE; from a University incorporated by an Act of Central or State legislature in India or other Educational Institutions established by an Act of Parliament or declared to be Deemed as University under Section 3 of the University Grants Commission Act, 1956. Sections A & B examination of the Institution of Engineers (India) which is treated as equivalent to Degree by Govt. of India and recognized by AICTE, shall also be accepted.

Selection Process

The applications received shall be screened for eligibility. The candidates may be shortlisted for selection. The company reserves the right to shortlist the number of candidates for Interview out of eligible candidates.

For Manager level post, based upon the performance in the Written Test, and fulfilling the conditions of eligibility; candidates shall be shortlisted for Interview.
For AGM and DGM level posts, based upon fulfilling the conditions of eligibility; candidates shall be shortlisted for Interview.

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per RITES Rules and Standards of Medical Fitness for the relevant post.

Candidates have the option to appear for interview either in Hindi or English.

Relaxations & Concessions

Reservation/ relaxation/ concessions to EWS/ SC/ST/OBC (NCL)/PWD/ Ex-SM/ J&K Domicile would be provided against reserved posts (where applicable) as per extant Govt. orders.

Relaxation in upper age limit to OBC (NCL)/ SC/ ST candidates shall be provided against reserved posts as per extant Govt. orders.

PWD candidates suffering from not less than 40% of the relevant disability shall only be eligible for the benefit of PWD. Such PWD candidates shall be eligible for relaxation of 10 years in upper age limit.

PWD candidates will have to meet the Physical Requirements and Functional Classifications which have been identified for the post as under:

S. No.	Categories for which identified	Functional Classification	Physical Requirements
1	Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
	Hearing Impairment	HI	

Functional Classification:

Code	Functions
OL	One leg affected (R or L)
OA	One arm affected
OAL	One arm one leg affected
BL	Both legs affected
HI	Hearing Impaired
LV	Low Vision

Physical Requirements:

Code	Physical Requirements
S	Work performed by sitting (on bench or chair)
ST	Work performed by standing
SE	Work performed by seeing
RW	Work performed by reading and writing
BN	Work performed by bending
MF	Work performed by manipulation by fingers
C	Work performed by communication
W	Work performed by walking
H	Hearing/ Speaking

Nature & Period of Engagement

The appointment shall be purely on contract basis initially for a period of one year, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

Selected candidates shall be liable for posting anywhere in India/Abroad as per Company requirements.

Remuneration

The selected candidates would be paid Basic pay and DA, fixed/variable allowances @ 14% of Basic Pay, HRA/Lease, Contribution to PF, Gratuity as per Gratuity Act. Other benefits would be as under:

a) Leaves b) Maternity Leave/ Paternity Leave c) Medical facility. d) Accident/Death Insurance. e) Leave Encashment.	As per company rules applicable to contract employees.

The approximate emoluments for the post of AGM, DGM and Manager are 22 LPA, 16 LPA and 14 LPA respectively.

Remuneration mentioned above is only indicative. Actual remuneration shall depend upon place of posting and other terms & conditions of appointment.

Fees

No fee is required to be paid for applying to the said post.

How to Apply

1. **Before applying candidates should ensure that they satisfy the necessary conditions and requirements of the position.**

2. Interested candidates fulfilling the above laid down eligibility criteria are required to apply online in the registration format available in the Career Section of RITES website, http://www.rites.com.

3. While submitting the online application; the system would generate 'Registration No.' on top of online form filled up by the candidate. Note down this "Registration No." and quote it for all further communication with RITES Ltd.

4. A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished alongwith **SELF-ATTESTED HARD COPIES** of the following documents in the given order only (from top to bottom):
    a. 2 recent passport size colour photographs
    b. High School certificate for proof of Date of Birth
    c. Certificates of Academic & Professional qualifications and statements of marks of all the qualifications for all semesters/years (Xth, XIIth, Diploma/ Graduation/ Post-Graduation as applicable)
    d. EWS/ SC/ST/OBC Certificate in the prescribed format by Govt. of India (if applicable)
    e. Proof of Identity & Address (Passport, Voter ID, Driving Lisence, Aadhaar Card etc)
    f. PAN Card
    g. Proof of different periods of experience as claimed in the Application Form (if applicable)
    h. Any other document in support of your candidature
    i. PWD Certificate as per latest format (if applicable).

    Application Form along with above documents are to be sent through post to ***"Assistant Manager (P)/Rectt., RITES Ltd., RITES Bhawan, Plot No.1, Sector-29, Gurgaon – 122001, Haryana"; within the date specified for the purpose.***

5. Please attach copies of experience certificates from your previous employment in respect of claims made by you in your application. In respect of current employment, **experience certificate/ joining letter along with last months' salary slips, or, Form 16 and other documents** which clearly prove your continuity in the job are to be attached. In case your claim is not established from the proofs submitted by you; your

application is liable to be rejected. Please check your claims and certificates submitted by you carefully. Incomplete application, or, insufficient proof would entail rejection of your application. No claims would be entertained at a later stage.

6. **For proof of CTC/ salary, candidates shall have to submit a copy of their last Form No. 16/ Earning Card/ salary slip/ Appraisal letter/ any other suitable document.**

7. Community certificate (SC/ST/OBC) should be in the format prescribed by Government of India only. OBC candidates included in the Central List with certificate not more than 12 months old (with clear mention of candidate not belonging to "Creamy Layer") in the GOI prescribed format only will be considered for the posts reserved for OBC. EWS certificate should also be as per Gov. of India format.

8. The candidates are also advised to keep a copy of Application Form submitted with them and to carry the same at the time of the selection (if called).

9. **Candidates who have registered online but whose physical application along with aforesaid documents is not received by the due date, their candidature may not be considered.** The company reserves the right to consider only such applications which are received in physical format by the prescribed date.

10. The **original testimonials/documents along with one self-attested copy** will have to be produced by the candidate(s) at the time of selection (if called).

11. Applications received after the last date of receipt of Application Form and documents shall be rejected. RITES Ltd. does not bear any responsibility for any delay in post/courier for any reason whatsoever.

12. Departmental candidates of RITES and candidates working in Government Departments/ PSU shall be allowed to join RITES only after being properly relieved from their parent organization.

13. Candidates not fulfilling the minimum laid down criteria advertised with respect to educational qualifications, age, and experience for selection to the respective post, would not be able to register online.

14. Candidates should submit only single online application for one VC No. and application once submitted cannot be altered. However, candidates wishing for more than one VC No. will have to apply separately for each VC No. and appear for selection as per schedule mentioned. A valid e-mail ID is essential for submission of the online application. RITES will not be responsible for bouncing of any e-mail sent to the candidates.

15. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

Venue & Time

Exact Date, time and details of venue of the selection shall be communicated to shortlisted candidates.

General Instructions

1. Management reserves the right to cancel/ restrict/ enlarge/ modify/ alter the selection/ recruitment process at any stage, without issuing any further notice or assigning any reason thereafter.

2. The number of vacancies may vary.

3. Serving Govt./PSU officials, if selected will be allowed to join only after they are properly relieved from their parent organization

4. The period of training/internship shall not be counted towards post qualification experience.

5. Legal jurisdiction will be Delhi in case of any dispute

6. No train/bus fare / TA / DA shall be payable.

Communication with RITES

Any information regarding this recruitment process would be made available on the e-mail address provided by the candidate at the time of registration and/or shall be uploaded on RITES website. Candidates are advised to periodically check the site for further updates.

Any communication with RITES should invariably contain the following particulars:

i. VC No.
ii. REGISTRATION/ROLL NO.
iii. NAME OF CANDIDATE IN FULL AND IN BLOCK LETTERS.
iv. Valid email address as given in the application

Communications not containing above particulars shall **NOT BE ATTENDED TO**.

Queries if any should be sent to rectt@rites.com.

For any further clarification/query, please contact officials of Recruitment Section on telephone No. 0124 - 2818178/ 2818163 from 10:00 AM to 5:00 PM only on working days (Monday - Friday). **Queries related to information already provided in the advertisement may not be attended to.**

Important Dates

S. No.	Particular	Date
1	Start date of online registration	04.06.2019
2	Last date of online registration	25.06.2019
3	Last date of submission of hard copy of documents	03.07.2019
4	Date of selection	To be notified later