



**Recruitment of professionals on contract basis for deployment in Mozambique**

RITES Ltd., a Nav 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                           | No. of Vacancies |     |           |    |    |       |
|--------|--------------------------------|------------------|-----|-----------|----|----|-------|
|        |                                | UR               | EWS | OBC (NCL) | SC | ST | Total |
| 38/24  | Technicians (Air Conditioning) | 1                | -   | -         | -  | 1  | 2     |
| 39/24  | Technicians (Electrical)       | 1                | -   | -         | -  | -  | 1*    |

\*1 seat reserved on Horizontal basis for candidates belonging to PwD categories

Category wise and post wise details of 1 vacancy reserved for Persons with Benchmark Disabilities (PwBDs) are given below:

| VC No. | Post                     | Reserved for identified categories of Persons with Benchmark Disabilities (PwBDs) |       |       |         |            |
|--------|--------------------------|---|-------|-------|---------|------------|
|        |                          | Cat-a   | Cat-b | Cat-c | Cat-d&e | Total PwBD |
| 39/24  | Technicians (Electrical) | -   | 1     | -     | -       | 1          |

**All vacancies earmarked for PwBD categories detailed above have been carried forward from unfilled vacancies advertised in 2023. In current recruitment process, priority order for issuance of offers will be as detailed below:**

- Priority 1: Candidates belonging to disability type as detailed in above table**
- Priority 2: Candidates belonging to any disability type which meets job requirements for respective positions (Stated in Relaxations & Concessions section)**
- Priority 3: In the absence of any suitable candidate belonging to PwD category, vacancies will be filled by non-PwD candidates.**

**Age Limit**

|                    |
|--------------------|
| <b>Maximum Age</b> |
| 40 Years           |

**Note: Age, experience, and all other eligibility criteria shall be reckoned as on the last date of submission of the application (cut-off date)**

**Minimum Qualifications & Experience**

| VC No | Position | Min Qualification* | Min. General Experience as per CA |
|-------|----------|--------------------|-----------------------------------|
|-------|----------|--------------------|-----------------------------------|

|       |                                |   |  |
|-------|--------------------------------|---|--|
| 38/24 | Technicians (Air Conditioning) | ITI / Trade Apprentice (Railway) in Electrical/Mechanical | <p>02 years of experience in maintenance/installation and testing of RMPU in Railway coaches, on-board trouble shooting, operation of Air Conditioning unit including microprocessor controller, Switch Board Cabinets of LHB railway coaches. Experience of gas filling, compressor change, refrigerant leak detection and repair work.</p> <p>Or 02 years Industrial Experience in working with OEM suppliers of RMPU to Indian Railways or Experience in working with Railway contractor in operation maintenance &amp; troubleshooting of RMPU Air-conditioning.</p> |
| 39/24 | Technicians (Electrical)       | ITI / Trade Apprentice (Railway) in Electrical            | <p>02 years' Experience for maintenance/installation of electrical subassemblies – Switch Board Cabinet in AC Coaches, Power Car, wiring work, lights, fan, switches in Railway Coaches, PA/PIS System in Coaches.</p> <p>Or 02 years Industrial Experience in working with OEM suppliers of SBC, Electrical Equipment's to Indian Railways or Experience in working with Railway contractor in operation maintenance &amp; troubleshooting of Electrical Equipment, SBC Panels &amp; Wiring of Railway Coaches.</p>   |

\*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.

**Note for Educational Qualification:**

The candidate should possess the required qualification from recognized Board/Institution. In case of ITI, it should be approved by NCVT/SCVT.

**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:

| Discipline | Categories for which identified | Functional Classification                  | Physical Requirements                  |
|------------|---------------------------------|--|--|
| Electrical | Locomotor disability            | OA, OL, Leprosy Cured, Acid Attack Victims | S, ST, BN, W, SE, MF, C, R, W, CL & RW |
|            | Hearing Impairment              | HI   |  |
| Mechanical | Locomotor disability            | OA, OL, Leprosy Cured, Acid Attack Victims |  |

Persons with Disabilities belonging to the category/ categories for which the post is identified (as indicated in Table above) can also apply even if no vacancies are specifically reserved for them. Such candidates will be considered for selection for appointment to the post by general standard of merit.

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               |
| KC | Kneeling and Crouching          |
| JU | Jumping                         |
| CL | Climbing                        |

The above lists are subject to revision.

### Selection Process

Based upon the performance in the Written Test and fulfilling the conditions of eligibility; candidates shall be shortlisted for Interview.

The weightage distribution of various parameters of the selection shall be as under:

Written Test      -      100%

A minimum of 50% marks for UR/ EWS (45% for SC/ST/OBC (NCL)/PWD against reserved posts) in written test will be required to enable the candidate to be considered for placement on panel.

There will be 125 objective type questions carrying one mark each for a duration of 2.5 Hours. There will be no negative marking system applicable and therefore, no marks will be deducted in case of an incorrect answer. Candidates belonging to PwD Category are eligible for an additional compensatory time of 50 minutes.

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.

### 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 initially be posted in Mozambique and subsequently shall be liable for posting anywhere in India as per Company requirements.

### Remuneration

Pay, allowances and perks for the post would be as under:

|                     |                 |
|---------------------|-----------------|
| Pay Scale           | Approximate CTC |
| Rs. 20,000 – 66,000 | INR 5.05 LPA    |

The selected candidates would be paid Basic pay and DA, fixed/variable allowances @ 23% of Basic Pay, HRA/Lease, Contribution to PF, Gratuity as per Payment of 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 CTC for the advertised posts for Posting at Gurugram/Delhi is INR 4.95 LPA. In case of foreign posting, selected candidates will be eligible for Foreign Allowance and Special Allowance (If applicable) as per the extant rules of RITES Limited.

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

#### Fees

The candidates will have to deposit the under mentioned amount of fees during online application:

| Category                   | Fee                                |
|----------------------------|------------------------------------|
| General/OBC Candidates     | Rs. 600/- plus Taxes as applicable |
| EWS/ SC/ST/ PWD Candidates | Rs. 300/- plus Taxes as applicable |

For any difficulty/ queries regarding fee payment, candidates may contact on following only:

Helpdesk No: 011 – 33557000, Extension Code - 13221

Helpdesk e-mail id: pghelpdesk@hdfcbank.com

**Note:**

a) Candidates should note that the fee submitted through any other mode except the mode specified, will not be accepted by RITES and such applications will be treated as without fee and will be summarily rejected.

b) Persons with disabilities are given concession in the fee provided they are otherwise eligible for appointment. A PWDs candidate claiming age relaxation/fee concession will be required to submit along with their Detailed Application Form, certified copy of the PWD certificate as per latest GOI format

#### How to Apply

- 1. Before applying candidates should ensure that they satisfy the necessary conditions and requirements of the position.**
- 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>.
- 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.
- While filling up the required details, candidates are advised to carefully and correctly fill the details of "Identity Proof". Candidates are also advised to note the same and ensure the availability of the same Identity Proof as it will be required to be produced in original at later stages of selection (if called).
- 5. After filling up the required details under the "Fill/ Modify Application Form", candidate should submit the application.**
- 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).
- A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished along with **SELF-ATTESTED SCANNED COPIES** of the following documents in the given order only from top to bottom (if called for document scrutiny):
  - 2 recent passport size colour photographs
  - 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 Licence, 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).

**No documents are to be uploaded at the time of submission of applications.**

8. Please attach copies of experience certificates from your previous employer 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.
9. 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.
10. 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.
11. Hard copies of documents are not to be sent to this office through post/ courier.
12. 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).
13. Mere applying for the post/ submission of documents/ appearing or qualifying in the selection does not confer any right on the candidates for claiming selection. If it is found that a candidate does not fulfill the advertised eligibility criteria, his/her candidature will be summarily rejected.
14. Candidates should submit only one application for one vacancy and application once submitted cannot be altered. 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. However, candidates can apply for any number of vacancies.
15. The candidates must submit all the details pertaining to his candidature viz. personal details, educational qualification details, experience details, category etc. Suppression, in this regard, if any, detected on a future date shall render the candidature liable for forfeiture.
16. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.
17. Candidates should submit only one application for one vacancy and application once submitted cannot be altered. 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. However, candidates can apply for any number of vacancies.
18. The candidates must submit all the details pertaining to his candidature viz. personal details, educational qualification details, experience details, category etc. Suppression, in this regard, if

any, detected on a future date shall render the candidature liable for forfeiture.

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

#### Venue & Time

| S. No. | Selection Round | Venue & Date   |
|--------|-----------------|--|
| 1      | Written Test    | 12.02.2024 at RITES Bhawan, Shikhar, Plot No 1, Leisure Valley, Sector 29, Gurugram, Haryana, 122001 |

#### 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. 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.
4. Before applying, the Candidates must satisfy themselves about their eligibility for the post applied for.
5. In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact (s), his/her candidature s liable for cancellation. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.
6. **Any corrigendum/addendum to this advertisement will be displayed only on the Company's website [www.rites.com](http://www.rites.com). Therefore, applicants are advised to keep checking the Company's website for any update.**
7. The period of training/internship shall not be counted towards post qualification experience.
8. Legal jurisdiction will be Delhi in case of any dispute
9. No train/bus fare / TA / DA shall be payable.
10. **Age, experience, and all other eligibility criteria shall be reckoned as on the last date of submission of application (cut-off date).**
11. The date of declaration of result / issuance of Marks Sheet shall be deemed to be date of acquiring the qualification and there shall be no relaxation on this account. No further relaxation shall be provided in this regard.
12. Where a specialization is required in the qualifying degree in the educational qualification, candidate is required to submit a certificate from the University/ Institution clearly specifying the specialization in the qualifying degree.

## Syllabus for Written Test

### Technician (Electrical)

1. Familiarisation and type of Indian Railways Coaches & DEMU running over IR.
2. Difference between EOG and SG coaches.
3. Type of EOG coaches, couplers and power supply.
4. Type of power car used for LHB coaches.
5. Power distribution for LHB coaches – power car, AC coaches, non-AC coaches.
6. Wiring diagram / specification for different type of coaches.
7. Operation of power car and scheduled maintenance of engine, alternator, Cummins panels, power panel, AC panels.
8. Name, Function, Maintenance of underslung mounted equipment in LHB coaches.
9. Trouble shooting in case of coach failure for control supply and power supply.
10. Coach load distribution for each feeder and working on single feeder in case of emergency.
11. Ability to read English electrical drawings of components and its sub components.
12. Lights and fan used in coaches, their maintenance.
13. Mobile charging circuits in coaches
14. Inverters, converters, battery chargers, Transformers, Capacitor Banks, Micro controllers know how and maintenance.
15. Control ground, power ground, wire insulation testing, meggering / IR testing, continuity testing of electrical circuits and trouble shooting.
16. Electrical switches, Relays, MCBs, Fuses, Contactors, Rotary switches, switch indicators, Motor star delta starters – know how, maintenance practices.
17. Railway PA system, PIS system knowledge and maintenance for coaches and DEMUs.
18. Operation of M&P equipment like synchronised lifting jacks, air compressors, hand tools, power supply lines.
19. Safety practices used in electricals

### Technician (Air Conditioning)

1. Type of air conditioning used in IR coaches, DEMUs, locomotives.
2. Specifications used for Air conditioning in LHB coaches.
3. Equipment used in air conditioning and function of each component.
4. Sensors and safeties used coach AC system
5. Knowledge of power supply and control supply circuit diagrams.
6. Knowledge of Switch Board Cabinet (SBC) circuit in AC coaches – LHB.
7. Know how to detect gas / refrigerant leakages in AC and attention thereof. (Vacuum / pressure testing)
8. Type of refrigerants used and filling procedure.
9. Replacement procedure for compressors, driers, gas indicators, condensers, expansion valves etc.
10. Functioning of microprocessor-based controllers and 7 set point displays.
11. Ability to work independently on AC coaches and DEMU sets.
12. Identification of faults and trouble shooting. Type of enroute break down and attention thereof.
13. Coach testing procedure after AC attention / equipment replacement.
14. Health and safety parameters applicable for air conditioning of railway coaches.



### Communication with RITES

Any information regarding this recruitment process would be made available on the email 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.

Candidates are encouraged to go through the detailed advertisement and read the "Frequently Asked Questions (FAQs)" uploaded on RITES website under Career section to solve their queries.

Queries if remaining should be sent to rectt@rites.com only and 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.**

Communications not containing above particulars shall NOT BE ATTENDED TO. Any query/ issue should be brought to notice of RITES well in advance of the due date.

RITES will not be responsible for non-submission of application due to issues brought to notice at the last moment. Queries related to information already provided in the advertisement may not be attended to.

| Important Dates |   |  |
|-----------------|---|--|
| S. No.          | Particular  | Date   |
| 1               | Commencement of submission of online application and online payment of fees | 19.01.2024   |
| 2               | Last date of submission of online application and online payment of fees    | 04.02.2024   |
| 3               | Date of issue of admit cards  | 04.02.2024   |
| 4               | Date of written test  | 12.02.2024 at RITES Bhawan, Shikhar, Plot No 1, Leisure Valley, Sector 29, Gurugram, Haryana, 122001 |