



Recruitment of Engineering Professionals on Contract Basis through Walk-in Interview

RITES Ltd., a Navratna 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
99/24	Section Engineer/ Civil- Permanent Way	-	-	1	-	-	01
100/24	Drawing & Design Expert/ Electrical	1	-	-	-	-	01
101/24	Assistant Safety and Health Expert	1	-	1	-	-	02
102/24	Assistant Environmental Expert	2	-	-	-	-	02
103/24	QS & Billing Engineer	1	-	-	-	-	01
104/24	Assistant R&R Social Expert	3	-	-	-	-	03
105/24	Section Engineer–Civil/Design	1	-	-	-	-	01
106/24	Section Engineer-Drawing and Design (Electrical)	1	-	-	-	-	01

Age Limit

Maximum Age	Cut-off date for calculation of Age
55 Years	As on the last date of online application i.e. 07.04.2024

Minimum Qualifications & Experience

Candidates must ensure that they are meeting Educational Qualification, Total Experience and Relevant Experience criteria as stated in the below mentioned table. Candidates not satisfying the stated criteria will be disqualified on the day of interview.

VC No	Designation	Essential Educational Qualification	Minimum Post-Qualification Work Experience	No. of years of experience in relevant filed	Relevant years of experience

99/24	Section Engineer/ Civil Permanent Way	Bachelor's degree in civil engineering or equivalent OR Diploma in Civil Engineering or equivalent	<p>Total Professional Experience (post essential professional qualification): At least 4 years for degree holder or 7 years for diploma holder.</p>	<p>Relevant Experience (post essential professional qualification): (i) At least 2/4 years (Degree/ Diploma) of track laying in construction of Railway Lines or Track Renewals or track maintenance in rail infrastructure projects or in any eligible works. Preference shall be given to the person having experience in supervision of Mechanized Track Linking</p>	<p>2 Years-For Degree 4 Years -For Diploma</p>
100/24	Drawing & Design Expert/ Electrical	Bachelor's Degree in Electronics/ Electrical Engineering or equivalent OR Diploma in Electrical/ Electronics Engineering OR a combination of any sub stream of basic streams of Electrical/ Electronics Engineering or equivalent	<p>Total Professional Experience (post essential professional qualification): At least 4 years for Graduate Engineers or 7 years for Diploma Engineers in Infrastructure Projects involving Railway electrification aspects.</p>	<p>Relevant Experience (post essential professional qualification): i) At least 2 years (for Graduates) & 4 years (for Diploma holders) experience shall be with Project Management Consultant or General Consultant and/ or with Electrification Contractors either individually or combined having experience in designing of OHE and PSI for IR systems. OR ii) At least 3 years' experience in designing of OHE and PSI as JE (Electrical) / JE (Design) and above in Electrical Department of Railways and/ or as Sr Executive and above in Electrical Engineering department in RITES/ IRCON/RVNL or equivalent grade in Konkan Railway/ MRVC/ DFCCIL/ any Metro Rail Corporation either individually or combined. OR At least 2 years' experience in designing of OHE and PSI as</p>	<p>2 Years-For Degree 4 Years -For Diploma</p>

				SE(Electrical) / SE(Design) and above in Electrical Department of Railways and/ or as Assistant Manager and above in Electrical Engineering department in RITES/ IRCON/ RVNL or equivalent grade in Konkan Railway/ MRVC/ DFCCIL/ any Metro Rail Corporation either individually or combined.	
101/24	Assistant-Safety and Health Expert	Diploma in any branch of engineering.	Total Professional Experience (post essential professional qualification): At least 4 years	Relevant experience (post essential professional qualification): (i) At least 2 years' experience in supervision of safety works in infrastructure projects. Preference will be given to person with experience in Railway projects	2
102/24	Assistant Environmental Expert	Bachelor's Degree in Environmental Engineering Management, Environmental Engineering or equivalent OR Diploma in Environmental engineering or equivalent	Total Professional Experience (post essential professional qualification): At least 4 years for degree holder or 7 years for diploma holder.	Relevant Experience (post essential professional qualification): At least 2/4 years (degree/diploma) experience in environmental management & monitoring in infrastructure projects of railway or highway or of any eligible works.	2 Years-For Degree 4 Years -For Diploma
103/24	QS & Billing Engineer	Bachelor's Degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	Total Professional Experience (post essential professional qualification): At least 4 years for degree holder or 7 years for diploma holder.	Relevant Experience (post essential professional qualification): (i) At least 2/4 years (degree/diploma) experience of preparation of detailed Estimate of project components, billing, budgeting & cost controlling of Railway Infrastructure projects or of any eligible works	2 Years-For Degree 4 Years -For Diploma

104/24	Assistant R&R Social Expert	Bachelor's degree in Social Sciences or other related fields from a recognized Institution or equivalent	Total Professional Experience (post essential professional qualification): At least 7 years	Relevant Experience (post essential professional qualification): At least 4 years of experience in preparation of social impact assessment, planning/ implementation of resettlement and rehabilitation activities under infrastructure development projects. Should have knowledge of implementation of resettlement and rehabilitation programs as per the provisions of Right to Fair Compensation and Transparency in Land Acquisitions, Rehabilitation and Resettlement Act, 2013 through periodic monitoring. Also, should possess knowledge of national and State guidelines, policies, and Acts on land acquisition, rehabilitation and resettlement. Experience in monitoring of social safeguards requirements and implementation of gender action plans under bilateral donor agencies or multi-lateral development banks funded infrastructure projects; preferably familiar with AIIB social safeguards requirements. Those having experience in Metro /Railway Projects will be preferred. Should have ability to communicate and work effectively with local communities, contractors and concerned government agencies.	4
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105/24	Section Engineer– Civil/Design	Full time bachelor’s degree in civil engineering	Total Professional Experience (post essential professional qualification): At least 4 years	Relevant Experience (post essential professional qualification): At least 3 years’ experience of design involving Railway Formation, bridges, tunnels, Station buildings, earth retaining structures etc in railway infrastructure projects or any eligible work.	3 Years
106/24	Section Engineer- Drawing and Design (Electrical)	Diploma in Electrical / Electronics Engineering OR a combination of any sub stream of basic streams of Electrical / Electronics Engineering from a recognized University / Institution or equivalent. OR Degree in Electronics/ Electrical Engineering from a recognized institution or equivalent	Total Professional Experience (post essential professional qualification): At least 4 years for Graduate Engineers or 7 years for Diploma Engineers in Infrastructure Projects involving Railway electrification aspects.	Relevant Experience (post essential professional qualification): i) At least 2 years (for Graduates) & 4 years (for Diploma holders) experience shall be with Project Management Consultant General or Consultant and/ or with Electrification Contractors either individually or combined having experience in designing of OHE and PSI for IR systems. OR ii) At least 3 years' experience in designing of OHE and PSI as JE (Electrical) / JE (Design) and above in Electrical Department of Railways and/ or as Sr Executive and above in Electrical Engineering department in RITES/ IRCON/RVNL or equivalent grade in Konkan Railway/ MRVC/ DFCCIL/ any Metro Rail Corporation either individually or combined. OR iii) At least 2 years' experience in designing of OHE and PSI as SE(Electrical)/SE(Design) and above in Electrical Department of Railways and / or as Assistant and above in Electrical Engineering department in RITES/ IRCON/RVNL or equivalent grade in Konkan Railway/ MRVC/DFCCIL/ any Metro Rail Corporation either individually or combined.	

Eligible Works” shall mean: Consultancy work as “Project Management Consultant/ General Consultant” for a new railway line or gauge conversion of a railway line or doubling / tripling / quadrupling of a railway line or modern rail-based mass rapid transit system excluding LRT/ TRAM/ Monorail Systems

Note for Educational Qualifications:

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.

Experience shall be calculated as on 07.04.2024.

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
Civil	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	S, ST, BN, W, SE, MF, C, R, W & RW
	Hearing Impairment	HI	
Mechanical	Locomotor disability	OA, OL	
Electrical	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	
	Hearing Impairment	HI	

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

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 selection out of eligible candidates.

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

Interview - 100%
(Technical & Professional proficiency - 65 %; Personality Communication & Competency – 35%)

Merit list of only those candidates would be prepared who secure a minimum of 60% marks for UR/EWS (50% for SC/ST/OBC (NCL)/ PWD against reserved posts) in Interview. There will be no qualifying marks in aggregate. 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.

The candidates shall have to produce copies of educational qualification and experience claimed which shall be verified from the original documents at the appropriate stage.

Based upon fulfilling the conditions of eligibility; candidates shall be shortlisted for Interview.

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 be liable for posting anywhere in India as per Company requirements.

The instant recruitment is being done for deployment of personnel at one of our client's site and as such, issuance of offer letter of appointment to the selected candidates shall be subject to approval of CV by the client.

Remuneration

Pay, allowances and perks for the post would be as per the number of minimum post-qualification work experience detailed below:

Number of Minimum Work Experience as per the advertisement	Monthly Basic Pay for Degree Holders	Yearly CTC for Degree Holders	Monthly Basic Pay for Diploma Holders	Yearly CTC for Diploma Holders
0	22000	480480	15400	336336
1	22660	494894	15862	346426
2	23340	509741	16338	356819
3	24040	525033	16828	367523
4	24761	540784	17333	378549
5	25504	557008	17853	389906
6	26269	573718	18388	401603
7	27057	590930	18940	413651
8	27869	608658	19508	426060
9	28705	626917	20094	438842

10	29566	645725	20696	452007
11	30453	665097	21317	465568
12	31367	685050	21957	479535
13	32308	705601	22615	493921
14	33277	726769	23294	508738
15	34275	748572	23993	524001
16	35304	771029	24712	539721

The basic remuneration will be increased at the rate of 3% for each year of additional post-qualification work experience above the minimum required post-qualification work experience.

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

Fees

Category	Fee
General/OBC Candidates	NIL
EWS/ SC/ST/ PWD Candidates	

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. 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.
5. **After filling up the required details under the "Fill/ Modify Application Form", candidate should submit the application.**
6. 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.
7. A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished **at the time of interview** along with **SELF-ATTESTED SCANNED COPIES** of the following documents in the given order only from top to bottom:
 - a. 1 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 License, 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).
- j. CV/Resume

No documents are to be submitted/attached at present while applying online.

8. Please bring along 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.
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 fulfil the advertised eligibility criteria, his/her candidature will be summarily rejected.
14. Applications 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.

Venue

S. No.	Selection Round	Venue
1	Interview	Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana

Walk- in Interviews will be conducted from 08.04.2024 to 09.04.2024 on first come first served basis.

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.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.

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. 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	23.03.2024
2	Last date of submission of online application	07.04.2024
3	Venue & Date of Walk-in-Interview: - <i>Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Sector 29, Gurugram, 122001, Haryana</i> (After submitting online application, candidates have to report directly for appearing in selection process at above mentioned venue between 09:30 AM to 11:30 AM)	Walk-in Interviews will be conducted on 08.04.2024 to 09.04.2024.

