



Recruitment of Civil Engineers on contractual basis in pay-scale

BITES 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.

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

VC No.	Post	Vacancies				
		UR	OBC	SC	ST	Total
22/18	Additional General Manager (O&M)	2	0	0	0	2
23/18	Additional General Manager (Sr. Maintenance Expert)	1	0	0	0	1
24/18	Joint General Manager (Chief Property Development Planner)	2	0	0	0	2
25/18	Deputy General Manager (Civil)/ Section Engineer	10	6	3	1	20
26/18	Deputy General Manager (Mechanical, Electrical & Plumbing)/ MEP Expert	3	3	0	1	7
27/18	Manager (Traction)/ MEP Expert	1	1	0	0	2
28/18	Deputy General Manager (Platform Screen Door)/ PSD Expert	1	0	0	0	1
29/18	Site Engineer (Mechanical, Electrical & Plumbing)/ MEP Expert	1	2	0	0	3

Age Limit

Maximum Age	Cut-off date for calculation of Age
54 years	01.04.2018

Age limit may be relaxed by a maximum of 3 years in deserving cases and having sound health

Minimum Qualifications & Experience

VC No	Designation & Pay Scale (Rs.)	Minimum Educational Qualification	Minimum post - qualification total/ relevant experience
22/18	Additional General Manager (O&M) (Rs. 43, 200 – 66, 000)	Full time First Class Graduate Degree in Electrical/ Electronics/ Mechanical/ Communication Engineering OR A combination of any sub stream of basic streams of Electrical/ Electronics/ Mechanical Engineering	Total experience: 17 years

Experience is defined as under:

Candidates should have total post-qualification experience of minimum 17 years in railway industry in Operation & Maintenance of Rolling Stock, Traction, Depot and E&M either in Railways or Metro

23/18	Additional General Manager (Sr. Maintenance Expert) (Rs. 43, 200 – 66, 000)	Full time First Class Graduate Degree in Electrical/ Electronics/ Mechanical/ Communication Engineering OR A combination of any sub stream of basic streams of Electrical/ Electronics/ Mechanical Engineering	Total experience: 17 years
<u>Experience is defined as under:</u>			
Candidates should have total post-qualification experience of minimum 17 years in railway industry Operation & Maintenance of Signaling and Telecom systems either in Railways or Metro. Candidates having experience in Metro Railway Projects will be preferred			
24/18	Joint General Manager (Chief Property Development Planner) (Rs. 36, 600 – 62, 000)	Full time first class Graduate degree in any discipline	Total experience: 15 years
<u>Experience is defined as under:</u>			
Candidates should have total post-qualification experience of minimum 15 years in the field of property development, marketing, financing of real estate in MNC or large private sector			
25/18	Deputy General Manager (Civil) (Rs. 29, 100 – 54, 500)	Full time first class degree in Civil Engineering	Total experience: 10 years Relevant experience: 3 years
<u>Experience is defined as under:</u>			
Candidates should have total post-qualification experience of minimum 10 years in Rail related/ Major infrastructure projects out of which minimum 3 years experience should be in any of the following fields in a Metro Railway Project:			
<ul style="list-style-type: none"> • Contract Management • Construction Experience of underground Metro viaducts/ stations • Design & Execution of Tracks • Quantity surveyor • Survey & alignment • Safety Monitoring • Quality Assurance • Property Development 			
26/18	Deputy General Manager (Mechanical, Electrical & Plumbing)/ MEP Expert (Rs. 29, 100 – 54, 500)	Full time First Class Graduate Degree in Electrical/ Electronics/ Mechanical/ Communication Engineering OR A combination of any sub stream of basic streams of Electrical/ Electronics/ Mechanical Engineering	Total experience: 10 years Relevant experience: 3 years
<u>Experience is defined as under:</u>			
Candidates should have total post-qualification experience of minimum 10 years in Rail related/ Major infrastructure project out of which at least 3 experience years should be in any of the following fields in a Metro Railway Project:			
<ul style="list-style-type: none"> • MEP (E&M) works • Detailed Design & execution of Metro Depots 			

27/18	Manager (Traction)/ MEP Expert (Rs. 24, 900 – 50, 500)	Full time First Class Graduate Degree in Electrical/ Electronics/ Mechanical/ Communication Engineering OR A combination of any sub stream of basic streams of Electrical/ Electronics/ Mechanical Engineering	Total experience: 7 years Relevant experience: 3 years
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Experience is defined as under:

Candidates should have total post-qualification experience of minimum 7 years in the Rail related/ Major infrastructure project out of which at least 3 years experience should be in Railway electrification or E&M works in a Metro Railway Project:

- Traction works
- MEP (E&M) works

28/18	Deputy General Manager (Platform Screen Door)/ PSD Expert (Rs. 29, 100 – 54, 500)	Full time First Class Graduate Degree in Electrical/ Electronics/ Mechanical/ Communication Engineering OR A combination of any sub stream of basic streams of Electrical/ Electronics/ Mechanical Engineering	Total experience: 10 years Relevant experience: 3 years
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Experience is defined as under:

Candidates should have total post-qualification experience of minimum 10 years in the Rail related/ Major infrastructure project out of which at least 3 years experience should be in Metro Railway Projects

Candidates with experience in PSD works will be preferred

29/18	Site Engineer (Mechanical, Electrical & Plumbing)/ MEP Expert (Rs. 16, 400 – 40, 500)	Full time First Class Graduate Degree in Electrical/ Electronics/ Mechanical/ Communication Engineering OR A combination of any sub stream of basic streams of Electrical/ Electronics/ Mechanical Engineering	Total experience: 5 years
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Experience is defined as under:

Candidates should have total post-qualification experience of minimum 5 years in the Rail related/ Major infrastructure project related to E&M works

Candidates with experience in a Metro Railway Project will be preferred

Further, the experience possessed by candidates should also satisfy the following conditions for various levels:

S No	Level	Minimum experience level
1	AGM	Candidates from Govt. Department, Central/ State PSU should currently be working in pre-revised IDA pay scale of ₹ 32,900-58,000 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	JGM	Candidates from Govt. Department, Central/ State PSU should currently be working in pre-revised IDA pay scale of ₹ 29,100-54,500 / pre-revised CDA pay scale of 15,600-39,100 with GP ₹ 7,600 or above; or; should have annual CTC of 10.8 LPA. Candidates working in Autonomous Bodies/ Private firms should have an annual CTC of atleast 10.8 LPA
3	DGM	Candidates from Govt. Department, Central/ State PSU should currently be working in pre-revised IDA pay scale of ₹ 20,600-46,500 / pre-revised CDA pay scale of 9,300-34,800 with GP ₹ 5,400 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

4	Manager	Candidates from Govt. Department, Central/ State PSU should currently be working in pre-revised IDA pay scale of ₹ 16,400-40,500 / pre-revised CDA pay scale of 9,300-34,800 with GP ₹ 4,600 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
5	Engineer	No such requirement

Reserved category candidates (SC/ST/OBC(NCL)/PWD as applicable) should have at least 50% marks in Minimum Qualification for consideration against reserved posts.

Experience shall be calculated as on 01.04.2018.

Note for Educational Qualification:

The candidate should possess full time Degree approved by UGC/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, 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 Written Test/ Interview out of eligible candidates.

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

For DGM, JGM and AGM 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 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.	Discipline	Categories for which identified	Functional Classification	Physical Requirements
1	Mechanical	Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
2	Electrical	Locomotor disability	OA, OL	
		Hearing Impairment	HI	
3	S&T	Locomotor disability	OA, OL	
4	Civil	Locomotor disability	OA, OL	
		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, depending upon the requirements of the Project, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

Selected candidates shall be liable to be posted anywhere in India as per company requirements.

Remuneration

The selected candidates would be paid Basic pay and DA, fixed/variable allowances as applicable in the scale, 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, JGM, DGM, Manager and Engineer are 19 LPA, 16.5 LPA; 13 LPA; 10 LPA and 7.5 LPA respectively.

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

Pay is due for revision based on the recommendations of the 3rd Pay Revision Committee.

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. **No hard copy/ form/ document is to be sent to this office at this stage.**
5. 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) at the time of selection:
 - 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. 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).

Application Form along with above documents are to be produced at the time of selection only. No documents are to be sent by post

6. **Kindly refer "Venue & Time" section of the advertisement for further instructions.**
7. 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.
8. 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.
9. 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).
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. 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.
12. 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.
13. 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.
14. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

Venue & Time

Schedule for selection is as under:

VC No	Post Name	Date		Time
		Written Test	Interview	
22/18	Additional General Manager (O&M)	NA	07.05.2018	9:30 AM (On all days)
23/18	Additional General Manager (Sr. Maintenance Expert)	NA	07.05.2018	
24/18	Joint General Manager (Chief Property Development Planner)	NA	08.05.2018	
25/18	Deputy General Manager (Civil)/ Section Engineer	NA	10.05.2018	
26/18	Deputy General Manager (Mechanical, Electrical & Plumbing)/ MEP Expert	NA	09.05.2018	
27/18	Manager (Traction)/ MEP Expert	16.05.2018	17.05.2018	
28/18	Deputy General Manager (Platform Screen Door)/ PSD Expert	NA	09.05.2018	
29/18	Site Engineer (Mechanical, Electrical & Plumbing)/ MEP Expert	29.05.2018	30.05.2018	

No hard copy/ form/ document is to be sent to this office.

For VC No 22/18 – 26/18 and 28/18:

After successful Online Registration, candidates have to e-mail their Application Form and all supporting documents to e-mail id recruitment22292018@rites.com

Further communication regarding eligibility/ non eligibility/ lack of documents will be done from/ to this e-mail id only. Candidates may be advised to mail their deficient documents if so required. Candidates who are informed about their ineligibility need not appear for the selection. Other candidates may appear for the selection as per schedule.

Candidates who have registered online but whose application along with aforesaid documents is not received in e-mail, their candidature may not be considered.

Venue of the Interview is as under:

RITES Ltd., RITES Bhawan
Plot No. 1, Sector 29
Gurgaon – 122001, Haryana

For VC No 27/18 and 29/18:

Candidates who have applied for Manager (Traction)/ MEP Expert and Site Engineer (Mechanical, Electrical & Plumbing)/ MEP Expert need not send their document on mail.

Venue of the Written Test is as under:

RITES Ltd., RITES Bhawan
Plot No. 144, Sector 44
Gurgaon – 122001, Haryana

No separate intimation shall be sent to the candidates. In case of change in date/ time/ venue of test, the same shall be displayed on RITES website www.rites.com under Career section and an e-mail shall be sent to the candidates.

Candidates who have not registered online shall not be considered.

Based upon fulfilling the conditions of eligibility, the credentials of candidates shall be scrutinized. The company reserves the right to shortlist the number of candidates for Written Test/ Interview out of eligible candidates.

Candidate must ensure that they fulfill the advertised criteria of age, qualification, Category (wherever applicable), etc for the specific position and bring relevant documents/certificates in support thereof. If at any stage, it is found that candidate is not eligible for the post, his/her candidature will be summarily rejected

Effort shall be made to conduct Interviews for all candidates on the same day only. However, in case of large number of candidates, selection may continue to the next day as well.

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/apprenticeship 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	10.04.2018
2	Last date of online registration	03.05.2018
3	Date of selection	As per schedule mentioned above