

Recruitment of Engineering professionals on contract basis

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:

S No	VC No	Post	Vacancies					
			UR	EWS	OBC (NCL)	SC	ST	Total
1	45/22	Chief Resident Engineer EST	1	-	-	-	-	1
2	46/22	Chief Resident Engineer/Civil	2	-	-	-	-	2
3	47/22	Senior Drawing & Design Expert/ S&T	1	-	-	-	-	1
4	48/22	Senior QA/ QC Expert	1	-	-	-	-	1
5	49/22	Senior Drawing & Design Expert/ Electrical	1	-	-	-	-	1

Age Limit

Maximum Age	Cut-off date for calculation of age
40 years	01.09.2022

Minimum Qualifications & Experience

VC No.	Name of Post	Educational Qualification*	Required Post Qualification Work Experience
45/22	Chief Resident Engineer EST (Pay Scale of 60000-180000)	Degree 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	Total professional experience (post essential professional qualification): At least 12 years for Graduate Engineers Relevant Experience (post essential professional qualification): At least 8 years' experience of execution/supervision of a Railway Electrification project with Project Management Consultant or General Consultant or Construction Agency.
46/22			Total Professional Experience

	<p>Chief Resident Engineer/ Civil</p> <p>(Pay Scale of 60000-180000)</p>	<p>Degree in Civil Engineering from a recognised institution or equivalent.</p>	<p>(post essential professional qualification):</p> <p>At least 12 years for Graduate Engineer.</p>
			<p>Relevant Experience (post essential professional qualification):</p> <p>At least 8 years experience of construction/ supervision of railway Infrastructure projects involving earthworks, bridges, tunnel, station buildings etc. with Project Management Consultant or General Consultant or Construction Agency.</p>
47/22	<p>Senior Drawing & Design Expert/S&T</p> <p>(Pay Scale of 50000-160000)</p>	<p>Diploma in Electronics/ Electrical Engineering from a recognized Institution or equivalent.</p> <p>Or</p> <p>Degree in Electronics/ Electrical Engineering from a recognized institution or equivalent</p>	<p>Total Professional Experience (post essential professional qualification):</p> <p>At least 7 years for Graduate Engineers or 10 years for Diploma Engineers in designing Railway Signalling</p>
			<p>Relevant Experience (post essential professional qualification):</p> <p>At least 4 year (for Graduates) & 6 years (for Diploma holders) shall be with Project Management Consultants or Construction Agency or General Consultant and/ or with Signalling Contractors for RRI/ SSI/ PI and/ or with OEMs of Electronic Interlocking system either individually or combined.</p>
48/22	<p>Senior QA/QC Expert</p> <p>(Pay Scale of 50000-160000)</p>	<p>Diploma in Civil Engineering from a recognized Institution or equivalent.</p> <p>Or</p> <p>Graduate Degree in Civil Engineering from a recognized institution or equivalent</p>	<p>Total Professional Experience (post essential professional qualification):</p> <p>At least 7 years for degree holder or 10 years for diploma holder.</p>
			<p>Relevant Experience (post essential professional qualification):</p>

			At least 4 years for Graduate or 6 years for diploma holders in Supervisor and above in Quality Assurance & Quality Control in construction of Railway infrastructure projects or of any eligible works.
49/22	Senior Drawing & Design Expert/ Electrical (Pay Scale of 50000-160000)	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 7 years for Graduate Engineers or 10 years for Diploma Engineers in Infrastructure Projects involving Railway electrification aspects. Relevant Experience (post essential professional qualification): At least 4 years (for Graduates) & 6 years (for Diploma holders) shall be with Project Management Consultants or Construction Agency or General Consultant and/ or with Electrification Contractors either individually or combined having experience in designing of OHE and PSI for IR systems.

*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 Educational 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

Experience shall be calculated as on 01.09.2022.

Note for Educational Qualification:

The candidate should possess Degree recognized by AICTE/ UGC (as applicable); 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 selection out of eligible candidates.

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

Experience	-	10%
Interview	-	90%
(Technical & Professional proficiency - 60 %; Personality Communication & Competency – 30%)		
Total	-	100%

Merit list of only those candidates would be prepared who secure a minimum of 60% 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 and shall be subject to verification from the original source.

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.

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:

VC No.	Categories for which identified	Functional Classification	Physical Requirements
45/22, 46/22, 48/22, 49/22	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	S, ST, BN, W, SE, MF, C, RW, KC, CL, JU, H
	Hearing Impairment	HH	

VC No.	Categories for which identified	Functional Classification	Physical Requirements
47/22	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	S, ST, BN, W, SE, MF, C, RW, KC, CL, JU, H

Functional Classification:

Code	Category of Benchmark disability
OH	Orthopedically Handicapped
VH	Visually Handicapped
HH	Hard of Hearing
OL	One leg
OA	One arm
BA	Both Arms
BH	Both Hands
MW	Muscular Weakness
OAL	One arm one leg
BLA	Both Legs and Arms
BLOA	Both Legs one Arm
LV	Low Vision
B	Blind
PD	Partially Deaf
FD	Fully Deaf
BL	Both legs
D	Deaf
Dw	Dwarfism
CP	Cerebral Palsy
LC	Leprosy Cured
AAV	Acid Attack Victims
MD	Multiple Disabilities
MI	Mental Illness
ASD	Autism Spectrum Disorder (M= Mild, MoD= Moderate),
SLD	Specific Learning Disability

Physical requirements:

Code	Functional Requirements
S	Sitting
ST	Standing
W	Walking
SE	Seeing
H	Hearing/ Speaking
RW	Reading and Writing
C	Communication
MF	Manipulation by fingers
PP	Pulling & Pushing
L	Lifting
KC	Kneeling & Crouching
BN	Bending
M	Movement
JU	Jumping
CL	Climbing

The above lists are subject to revision.

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.

Note: The issue of offer of appointment will be subject to approval of CV by client.

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

Remuneration

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

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 posts advertised against VC No. 45/22 and 46/22 is 14.82 LPA and the approximate CTC for posts advertised against VC No. 47, 48/22 and 49/22 is 12.37 LPA.

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 applicable taxes
EWS/ SC/ST/ PWD Candidates	Rs. 300/- plus applicable taxes

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.**
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 (if called).
5. **After filling up the required details under the "Fill/ Modify Application Form", click on "Make payment". The payment details show the amount to be paid to the bank based on your category. Applications without successful fee payment shall be treated as incomplete and shall be summarily rejected.**
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 (if called).
7. 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):
 - 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, XIth, 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).

All the above documents are to be uploaded through RITES portal; within the date specified for the purpose.

The scan copy of the documents should be of good quality and clearly visible.

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. Documents are to be uploaded on RITES portal only.
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. Candidates who have registered online but whose application along with aforesaid documents are not submitted by the due date, their candidature may not be considered. The company reserves the right to consider only such applications which are received along with documents by the prescribed date. RITES Ltd. does not bear any responsibility for any delay for any reason whatsoever.**
14. 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.
15. 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.
16. 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.
17. 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 & Date
1	Interview (Subject to found meeting eligibility criteria)	26.09.2022 Onwards, Rites Limited, Shikhar, Plot No. 1, Sector – 29, Gurgaon – 122001

Exact 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. 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. The period of training/internship shall not be counted towards post qualification experience.
7. Legal jurisdiction will be Delhi in case of any dispute.
8. No train/bus fare / TA / DA shall be payable.
9. In case a candidate is found suitable for a lower post than for which he/she has applied, he/she shall only be considered for the post for which he/she has been found suitable by the selection committee

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 Career section of RITES website 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 shall not be attended to.

Important Dates

S. No.	Particular	Date
1	Start date of online registration	01.09.2022
2	Last date of online registration	14.09.2022
3	Last date of submission of soft copy of documents through RITES portal	14.09.2022
4	Upload of list of candidates called for interview on RITES website	20.09.2022
5	Date of interview	26.09.2022 onwards