



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
19/18	Joint General Manager (Civil)	1	0	1	0	2
20/18	Deputy General Manager (Civil)	1	3	1	1	6

Age Limit

VC No	Maximum Age	Cut-off date for calculation of Age
19/18 & 20/18	50 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
19/18	Joint General Manager (Rs. 36, 600 – 62, 000)	Full Time First Class Graduate Degree in Civil Engineering	As described under

Experience is defined as under:

Candidates should have total post-qualification experience of minimum 14 years in one or more of civil engineering fields as mentioned below:

1. Planning & execution of Major Railway Project
2. Design & construction of structures including workshops, Depot, Major Bridges, Viaduct, ROBs, Track works
3. Building constructions, Industrial building constructions
4. Contract Management

Candidates who have worked in Railways or PSUs of Railways will be preferred.

Candidates should have experience of having worked at middle executive level.

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

20/18	Deputy General Manager (Rs. 29, 100 – 54, 500)	Full Time First Class Graduate Degree in Civil Engineering	As described under
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Experience is defined as under:

Candidates should have total post-qualification experience of minimum 9 years in one or more of civil engineering fields as mentioned below:

1. Planning & execution of Major Railway Project
2. Design & construction of structures including workshops, Depot, Major Bridges, Viaduct, ROBs, Track works
3. Building constructions, Industrial building constructions
4. Contract Management

Candidates who have worked in Railways or PSUs of Railways will be preferred.

Candidates should have experience of having worked at executive level.

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

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 DGM and JGM 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.	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, depending upon the requirements of the Project, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

Selected candidates shall initially be posted in Ahmedabad. However, 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 Joint General Manager and Deputy General Manager are 16.5 LPA and 13 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

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

After successful Online Registration, candidates have to e-mail their Application Form and all supporting documents as per Clause 5 of *How to Apply* section to e-mail id recruitment19212018@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 have registered online but whose application along with aforesaid documents is not received in e-mail, their candidature may not be considered.

Exact Date, time and details of venue of Interview will be communicated to shortlisted candidates through e-mail/ uploading on RITES website www.rites.com under *Career* section

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 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

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	To be notified later