



**Recruitment of Engineers (Electrical and Mechanical) on regular basis**

RITES 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. RITES has offices across all parts of country and has experience of managing projects in more than 50 countries across the world. It has experience of projects International Multilateral funding agencies like World Bank, Asian Development Bank. RITES is a nominated agency for inspection of materials procured by Indian Railways. Quality inspections work includes third party inspections, quality surveillance, vendor capacity assessment, quality assurance through laboratory testing etc.

RITES Ltd. is in urgent need of dynamic and hard working professionals for its Regional Inspection Offices located in Delhi, Mumbai, Kolkata, Chennai, Bhilai and other places as under:

VC No.	Post	No. of Vacancies				
		UR	OBC	SC	ST	Total
75/17	Assistant Manager (Mechanical)	6	2	1	1	10
76/17	Engineer (Mechanical)	18	3	1	3	25*
77/17	Assistant Manager (Electrical)	3	1	1	0	5
78/17	Engineer (Electrical)	7	1	1	1	10

\*2 posts reserved for Persons with Disability (PWD)

**Age Limit**

VC No	Maximum Age	Cut-off date for calculation of Age
75/17 & 77/17 (AM level)	35 years	01.09.2017
76/17 & 78/17 (Engineer level)	32 years	

**Minimum Educational Qualifications & Experience**

VC No	Designation & Pay Scale (Rs.)	Minimum Qualification	Minimum post - qualification experience
75/17	Assistant Manager (Mechanical) (Rs. 20, 600 – 46, 500)	*Full time first class Degree in Mechanical Engineering	5 years
76/17	Engineer (Mechanical) (Rs. 16, 400 – 40, 500)		2 years

**Description of Experience for VC No 75/17 & 76/17 is as under:**

Candidates should have experience of Quality Assurance/ production/ manufacturing/ maintenance.

77/17	Assistant Manager (Electrical) (Rs. 20, 600 – 46, 500)	*Full time First Class Degree in Electrical Engineering/ Electrical & Electronics Engineering	5 years
78/17	Engineer (Electrical) (Rs. 16, 400 – 40, 500)		2 years
<b><u>Description of Experience for VC No 77/17 &amp; 78/17 is as under:</u></b>			
Candidates should have experience of Quality Assurance/ production/ manufacturing/ maintenance.			

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 01.09.2017.

**\*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.

**Relaxations & Concessions**

Reservation/ relaxation/ concessions to SC/ST/OBC (NCL)/PWD/ Ex-SM/ J&K Domicile would be provided 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.

RITES' regular employees fulfilling the educational qualification and experience criteria shall be given age relaxation of 5 years, over and above the upper age limit indicated above.

Relaxations and concessions to PWD candidates would be provided as per extant Govt. orders. The upper age shall be relaxed in case of PWD candidates who are eligible as per the physical requirements and functional classification by a period of 10 years.

PWD candidates will have to meet the Physical Requirements and Functional Classifications which have been identified for the post as under:

S. No.	Discipline of Vacancy for which identified	Categories for which identified	Functional Classification	Physical Requirements
1	Mechanical Engineering	Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
2	Electrical Engineering	Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
		Hearing Disability	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

### 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. The candidates shall have an option to answer the questions in Written Test and appear for interview either in Hindi or English.

The selection criteria shall consist of following:

Qualification	-	20%
Experience	-	20%
Written Test	-	40%
Interview	-	20%

Only those candidates shall be interviewed who are eligible and are in merit order subject to a minimum of 50% marks in Written Test for UR (45% for SC/ST/OBC/PWD against reserved posts as applicable). The qualifying marks would be minimum 60% marks for UR (50% for SC/ST/OBC against reserved posts as applicable) in Interview. The panel shall be drawn based upon the overall marks.

Selected candidates will be appointed subject to their being found medically fit in the Medical Examination to be conducted as per RITES Rules and Standards for the post.

### Nature & Period of Engagement

The appointment will be initially on probation for a period of two years.

Selected candidates shall be liable for posting to any place in India as per requirements of the Company.

Candidates will be required to clear the screening test for confirmation of their services at the end of the probation period. Those who fail to qualify in the screening test, their probation period may be extended and further action taken in accordance with the policy of the Company.

## Remuneration

The pay would be fixed at the minimum of the scale. Candidates from Government Departments/ PSUs are eligible for protection of their Basic Pay in accordance with the policy of the Company. In addition, DA, Fixed/variable allowances as applicable to the scale, HRA/Leased accommodation, Contribution to PF, Gratuity as per Gratuity Act. Other benefits would be as under:

- |  |   |   |
|--|---|---|
| <ul style="list-style-type: none"><li>a) Leaves as per leave rules</li><li>b) Maternity Leave/ Paternity Leave</li><li>c) Medical facility.</li><li>d) Group Insurance.</li><li>e) Leave Encashment.</li></ul> | } | As per company rules applicable to Regular employees. |
|--|---|---|

The approximate emoluments for the post of Assistant Manager & Engineer at the minimum of pay-scale are 10 LPA and 8 LPA respectively.

**The pay-scales are due for revision based on the recommendations of the 3<sup>rd</sup> Pay Revision Committee.**

## Fees

No fee is required to be paid for applying to the above posts.

## 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. **Candidates are required to give two preferences for their choice of center for the Written Test. Although efforts shall be made to allot a center of choice to the candidates, however RITES reserves the right to allot to a candidate a center which was not indicated as his preference.**
5. **No hard copy/ form/ document is to be sent to this office at this stage.**
6. **THE ORIGINAL TESTIMONIALS/DOCUMENTS ALONG WITH ONE SELF-ATTESTED COPY OF THE FOLLOWING DOCUMENTS WILL HAVE TO BE PRODUCED BY THE CANDIDATES AT A LATER STAGE AS AND WHEN CALLED FOR BY RITES:**
  - 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 sent through post to **“Assistant Manager (P)/Rectt., RITES Ltd., RITES Bhawan, Plot No.1, Sector-29, Gurgaon – 122001, Haryana”**; **within the date specified for the purpose.**

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 Interview (if called).
10. Applications received after the last date of receipt of Application Form and documents shall be rejected. RITES Ltd. does not bear any responsibility for any delay in post/courier for any reason whatsoever.
11. Departmental Candidates of RITES are required to apply online and submit their hard copy through proper channel.
12. Candidates working in Government Departments/ PSU are required to apply through proper channel. The candidates who apply directly would have to bring NOC from their employer at the time of Interview (if called) so as to consider their claims under technical resignation category
13. 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.
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. 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	6 different locations across India* (Exact address shall be communicated to the candidates later)
2	Personal Interview (Subject to performance in Written Test)	Venue for the Interview shall be communicated to shortlisted candidates

Test Centers for Written Test\*:

S. No.	City
1	Delhi/Gurgaon
2	Kolkata
3	Chennai
4	Mumbai
5	Hyderabad
6	Nagpur

**\*All centers except Delhi/ Gurgaon are tentative and will depend on number of candidates and discretion of RITES.**

Exact Date, 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. 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](mailto: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	20.09.2017
2	Last date of online registration	13.10.2017
3	Date of selection	To be notified later