RITES LIMITED
(A Govt. of India Enterprise)
Shikhar, Plot No. 1, Sector – 29, Gurgaon – 122001

Recruitment of professionals on Contract IDA scale basis.

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.

Important Dates	
Commencement of submission of online application	**25.08.2026**
Last date of submission of online application	**17.09.2026**
Date of Issuance of Admit Card (Tentative)	**18.09.2026**
Date of Interview (Tentative)	**22.09.2026 and 23.09.2026**

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
CP/13/26	AM-Programmer	01	-	-	-	-	01

Age Limit

Maximum Age	Cut-off date for calculation of Age
40	As on the last date of application i.e**. 17.09.2026**

Minimum Qualifications & Experience

VC No	Designation	*Minimum Educational Qualification	Minimum post - qualification experience
CP/13/26	AM-Programmer	Full time Diploma/B.E./B.Tech in Computer Science, IT, EC&E or equivalent branch of engineering or Post Graduate Degree in Computer Application.	**For Degree**: Minimum 02 years of post- qualification experience in C++ and Linux. **For Diploma**: Minimum 08 years of post-qualification experience in C++ and Linux.

Note: The period of training (except on the job training) / internship / teaching / academic / fellowship / PhD research experience shall not be counted as a part of experience.

*Candidates belonging to UR/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 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.

Note for Educational Qualifications:

The candidate should possess the Diploma/Degree Certificate from an Institution recognized by BTE/AICTE respectively or 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.

If the certificate or mark sheet does not indicate the first class/division or percentage, the applicant shall provide the conversion formula for deriving the percentage from the CGPA/DGPA/etc. issued by the concerned university/institution. In such cases where the university/institution does not have a conversion formula, an undertaking to this effect shall be submitted duly signed by an authorized representative of the university/institution, and then minimum 6 on 10-point scale will be considered as 60%.

Selection Process

All candidates who successfully submitted their online application form shall be provisionally allowed to appear for Document Scrutiny/verification process wherein the eligibility of the candidates with respect to the post applied will be verified. Thereafter, the shortlisted/eligible candidates shall be allowed to appear for Interview. RITES Ltd. 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%)

A minimum of 60% marks for UR/ EWS (50% for SC/ST/OBC (NCL)/ PWD against reserved posts) in interview will be required to enable the candidate to be considered for placement on panel. There will be no minimum qualifying marks required in the aggregate.

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

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

Based on the requirement and discretion of RITES, the selection process of written test or document verification or interview may be conducted from RITES' Regional Offices, which shall be intimated upon issuance of respective call letters to applicable candidates.

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 EWS/ SC/ST/OBC (NCL)/PWD/ Ex-SM/ J&K Domicile would be provided against reserved posts (where applicable) as per extant Govt. orders.

The following relaxation in age shall be given, subject to production of required certificates:

- SC/ST Category: 5 years
- OBC-NCL Category: 3 years

- Persons with Benchmark Disabilities (PwBD): 10 Years; in addition to the age relaxation permissible for SC/ST/OBC-NCL category candidates, subject to the post being identified suitable for PWD as mentioned in the below table.

However, relaxation in upper age limit shall be applicable for PwBD candidates irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for PwBDs as per the below table.

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:

Categories for which identified	Functional Classification	Physical Requirements
Locomotor disability	BA, OA, OL, BH, MW, BL, OAL, BLA, BLOA	S, ST, BN, W, SE, MF, C, R, W & RW
Visual Impairment	LV,B	
Hearing Impairment	PD,FD,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.

Code	Functional Classification	Code	Physical Requirements
OH	Orthopedically Handicapped	S	Sitting
VH	Visually Handicapped	ST	Standing
HH	Hard of Hearing	W	Walking
OL	One leg	SE	Seeing
OA	One arm	H	Hearing/ Speaking
BA	Both Arms	RW	Reading and Writing
BH	Both Hands	C	Communication
MW	Muscular Weakness	MF	Manipulation by fingers
OAL	One arm one leg	PP	Pulling & Pushing
BLA	Both Legs and Arms	L	Lifting
BLOA	Both Legs one Arm	KC	Kneeling & Crouching
LV	Low Vision	BN	Bending
B	Blind	M	Movement
PD	Partially Deaf	JU	Jumping
FD	Fully Deaf	CL	Climbing
BL	Both legs	CL	Climbing
D	Dwarfism		
CP	Cerebral Palsy		
LC	Leprosy Cured		
AAV	Acid Attack Victims		
MD	Multiple Disabilities		

The above lists are subject to revision.

Nature & Period of Engagement

Offer(s) will be issued ONLY based on the requirement of the project / company received from time to time and fulfillment of criteria for deployment in projects.

Please note that empanelment against a vacancy does NOT guarantee selection / right to the job in RITES Ltd., and deployment of manpower shall be totally based on the requirement of the project / company.

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. However, the services shall be terminated without notice or pay in lieu thereof in case of unsatisfactory performance or inappropriate conduct/misbehaviour/wrongdoing on the part of the employee or discontinuation of services by the client.

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

Remuneration

The approximate emoluments at the minimum of the pay-scale for the position is detailed below:

VC No	Post	Pay Scale
CP/13/26	AM-Programmer	INR 40,000-1,40,000

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
c. Medical facility.
d. Accident/Death Insurance.
e. Leave Encashment

As per company rules applicable to Contract employees.

Fees

Category	Fee
All Candidates	**NIL**

Venue

Selection Round	Venue
Interview	RITES Limited, Shikhar, Plot No.01, Sector-29, Gurugram-122001

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", candidate must upload all documents under the "Upload Document" section.**

The candidates shall ensure to upload all the necessary documents during the submission of Online Application, substantiating their claim with respect to their eligibility. THE DOCUMENTS TO BE UPLOADED BY THE CANDIDATES DURING THE ONLINE APPLICATION IS LISTED AS BELOW:

a. High School certificate for proof of Date of Birth
b. Certificates of Academic & Professional qualifications along with mark sheets of all the semesters / years for all the qualifications (Xth, XIIth, Diploma / Graduation / Post-Graduation as applicable and as claimed in the application form).
c. Percentage Conversion Document as issued by the University / Institute (wherever applicable)
d. EWS/ SC/ST/OBC-NCL/PwBD Certificate in the prescribed format by Govt. of India (wherever applicable)
e. Proof of Identity & Address (Passport, Voter ID, Driving License, Aadhaar Card etc)
f. PAN Card
g. Proof of each period of experience claimed in the Application Form shall be submitted in a single pdf in chronological order (as applicable), including but not limited to offer letter, joining order, relieving letter, service certificate, relevant pay slips etc. substantiating the claim for period of service mentioned in the Online Application Form.
h. Any other document required in support of your candidature and claims submitted in the Online Application Form.

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Note: Candidates need to ensure that scanned copies are clear and visible. The candidature is liable to be CANCELLED in case of failure to upload the necessary documents, during submission of online application, substantiating their eligibility as well as claims made in the application form.

6. After uploading all documents, candidates are required to make online payment under the "Make Payment" section. And post successful payment of application fee, final application form must be downloaded. Candidates are advised to keep a copy of Application Form submitted with them and to carry the same at the time of the selection (if called).

The payment details show the amount to be paid to the bank based on category against which you are submitting application form.

Applications without successful fee payment shall be treated as incomplete and shall besummarily rejected.

7. In respect of claims made by you in your application with regard to experience, copies of experience certificates from your previous employer are to be submitted at the time document verification. 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 submitted. In case your claim is not established from the proofs submitted by you; your candidature is liable to be rejected at the time of document scrutiny. Please check your claims vis-a-vis the certificates in support thereof establishing your candidature. Incomplete application or insufficient proof at the time of document verification would entail rejection of your candidature. No additional information other than those furnished in the Application shall be allowed to be considered at a later stage.

8. For availing reservation, SC/ST/OBC-NCL candidates should furnish Caste Certificate from competent authorities as per the format given at **Annexure I** (for SC/ST candidates) and at **Annexure II** (for OBC-NCL candidates) **valid as on the crucial date i. e. last date stipulated for submission of application.** Further, in case of OBC-NCL candidates, the certificates should specifically indicate that they do not belong to the Persons/Sections (Creamy Layer) mentioned in Column 3 of the Schedule of the Government of India, Department of Personnel and Training O.M.No.36012/22/93-Estt. (SCT) dated 08.09.93 & its subsequent revision through O.M.No.36033/3/2004-Estt. (Res) dated 09.03.2004, 27.05.2013, 13.09.2017 and further revision, if any, received till the closing date for ONLINE Registration of applications for this Advertisement.

OBC-NCL Category

The candidates should ensure that they belong to the OBC- Non-Creamy Layer (NCL) category while applying for the posts against this Advertisement. Further, in addition to the community certificate (OBC), a declaration in the prescribed format as per **Annexure III** has to be furnished by the candidates during document verification, that he/she does not belong to the creamy layer on the crucial date i. e. last date stipulated for submission of application in this Advertisement.

The certificate produced shall not be older than one year on the crucial date i. e. last date stipulated for submission of application in this Advertisement. In case of not complying to these stipulations, their claim for reserved status (OBC-NCL) will not be entertained and the candidature / application of such candidates, if fulfilling all the eligibility conditions for General (Unreserved) category, will be considered under General (UR) vacancies only.

EWS Category (Valid for FY 2026-27)

The candidates applying against the vacancies reserved for EWS must possess Income and Asset Certificate **as on the crucial date i. e. last date stipulated for submission of application in this Advertisement. EWS certificate should be as per Gov. of India format.** In case of non-compliance to these stipulations, their claim for reserved status under EWS will not be entertained and the candidature / application of such candidates, if fulfilling all the eligibility conditions for General (UR) category, will be considered under General (UR) vacancies only.

As regards OBC NCL & EWS category candidates, candidates will be afforded opportunity of submission of the valid OBC NCL Certificate and EWS Certificate (as applicable) on the date of their joining, **valid as on the crucial date i. e. the last date stipulated for submission of application in this Advertisement**. Those reserved category candidates who shall not be able to produce valid certificate in support of their claim in the application form for belonging to reserved category even after this additional opportunity; they will be treated as UR Category candidates.

9. Hard copies of documents are not to be sent to this office through post/ courier.

10. A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and retained. The same is to be submitted on the along with **SELF-ATTESTED PHOTOCOPIES** of the following documents strictly in the following order. (if called for document verification on the day of interview):

a. 1 recent passport size colour photograph
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. PwBD Certificate as per latest format (if applicable).

11. 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). The original copies shall be returned after verification.

12. 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.

13. 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.

14. If any claim made by a candidate is found to be incorrect, his/her candidature shall 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 separately.

16. **Candidates have to bring duly filled two copies of Annexure A, and documents mentioned therein in chronological order and submit at the time of Document verification/Selection process.**

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 is 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. Offer letter is not considered as proof of experience and candidate has to submit joining & relieving order / experience certificate for claiming the experience.

8. Legal jurisdiction will be Delhi in case of any dispute.

9. No fares / TA / DA shall be payable.

10. **Age, experience, and all other eligibility criteria shall be reckoned as on the last date of submission of application (cut-off date i.e. 17.09.2026).**

11. Date of acquiring the qualification will be earliest of the following:

(i) Last day of month in which final examination of qualifying degree has been held. In cases where exact date of written examination is stated the same will treated as date of acquiring the qualification.

(ii) Date of declaration of result
(iii) Date of issuance of final marksheet
(iv) Date of issuance of degree

There shall be no relaxation on this account.

12. **Where a specialization is required in the qualifying degree in the educational qualification, candidate is required to submit a certificate from the University/ Institution clearly specifying the specialization in the qualifying degree.**

Communication with RITES

Any information regarding this recruitment process would be made available on the e-mail address provided bythe 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 any, should be sent to cont.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 duly in advance of the last date affording opportunity to redress genuine and reasonable grievance.
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.

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Annexure-A

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Documents Submission Checklist

With reference to my application, I am submitting requisite Document(s) along with duly self-attested photocopies of my certificates as under (in chronological order):

S. No.	Documents name	Submitted (Y/N)	Remarks
01	10th/High School certificate for proof of Date of Birth		
02	12th Marksheet		
03	Diploma / Graduation Marksheets- All semesters & certificate		
04	Post Graduation Marksheet All semesters & certificate (as applicable)		
05	PhD Marksheets & Certificate, if any		
06	Other Academic Qualification / Certification, please specify: _____		
07	List of Experience certificates submitted: 1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ 7. _____		
08	Last company relieving letter/ experience certificate, NOC (For Govt./PSU Employees)		
09	AADHAR Card		
10	PAN Card		
11	02 recent passport size colour photographs		

I also certify that the above documents are authentic, valid and true to the best of my knowledge. If any of the above document(s) or any information contained therein is found to be false, my candidature/ employment may be summarily rejected/ cancelled.

Signature of candidate	
Name of candidate	
Date of Documents Submission	
Post Name	
VC No against which Documents Submission	

For official use only

_____

I have verified the above documents submitted by the candidate and found **them to be / not to be** (strike out one of these) in order as per company requirement(s)

Any other remarks/ details of lack of documents:	
Signature of officer accepting documents	
Name of officer accepting documents	
Designation of officer accepting documents	
Date	

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