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

Recruitment of Professionals on Contract 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 and online payment of fees	**22.07.2026**
Last date of submission of online application and online payment of fees	**16.08.2026**
Issuance of Admit Card (Tentative)	**18.08.2026**
Date of Written Test (Tentative)	**21.08.2026**
Date of Interview (Subject to performance in written test)	**Will be intimated later**

For posting at various project sites and other locations as per requirement, RITES Ltd. is in urgent need of dynamic and hard-working professionals as under:

VC No.	Posts	No. of Vacancies					
		UR	EWS	OBC (NCL)	SC	ST	Total
CP/12/26	Manager –Ecology & Biodiversity	01	-	-	-	-	01
CL/07/26	Assistant Manager- Environment	03	-	-	-	-	03

Age Limit

Maximum Age	Cut-off date for calculation of Age
40 Years	As on the last date of online application i.e. **16.08.2026**

Minimum Qualifications & Experience

Candidates must ensure that they are meeting Educational Qualification, Total Experience and Relevant Experience criteria as stated in the below mentioned table. Candidates not satisfying the stated criteria will be disqualified on the day of interview.

VC Nos.	Designation	*Minimum Educational Qualification	Minimum Post Qualification Work Experience	No. of years of post-qualification experience in relevant field
CP/12/26	Manager - Ecology & Biodiversity	Master's Degree in Life Sciences i.e., Zoology / Botany / Forestry / Environmental Science / Ecology / Natural Resource Management / Ecology & Environment / Ecology & Biodiversity / Geography or equivalent / synonymous / similar qualification	04 Years	Minimum 4 years of Post Qualification Experience in the field of Ecology & Biodiversity

CL/07/26	Assistant Manager-Environment	Full time Bachelors' degree in Environmental Engineering / Full time Bachelor's degree in any branch of Engineering with Master's degree in Environmental Engineering / Environmental Science/ Environmental Management/ Environmental Planning/ Sustainability or equivalent/synonymous/similar qualification	02 Years	Minimum 2 years of Post Qualification Experience in the field of Environment.

*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 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 Degree recognized by 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 and recognized by AICTE, shall also be accepted.

Experience shall be calculated as on 16.08.2026.

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:

Categories for which identified	Functional Classification	Physical Requirements
Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
Hearing Impairment	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.

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
KC	Kneeling and Crouching
JU	Jumping
CL	Climbing

The above lists are subject to revision.

Selection Process

Selection Process shall consist of the following –

a) Written Test:

There will be 125 objective type questions carrying one mark each for duration of 2.5 Hours. There will be no negative marking system applicable and therefore, no marks will be deducted in case of an incorrect answer. Candidates belonging to PwBD Category are eligible for a compensatory time of 50 minutes.

A minimum of 50% marks for UR/ EWS (45% for SC/ST/OBC (NCL)/PwBD against reserved posts) in written test will be required to enable the candidate to be considered for further consideration.

b) Interview:

Candidates will be called for interview in the ratio of 1:6 to the number of vacancies.

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

Written Test - 60%
Interview - 40%
(Technical & Professional proficiency - 30; Personality Communication & Competency – 10)

Total - 100%

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, which would be based upon the overall merit order. There will be no minimum qualifying marks required in the 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.

Based upon fulfilling the conditions of eligibility; candidates shall be shortlisted for Interview. The decision of RITES as whether a candidate is Eligible/Ineligible shall be final and no correspondence in this regard shall be entertained.

Candidates have the option to appear for interview either in Hindi or English.

Nature & Period of Engagement

Offer(s) will be issued ONLY based on the requirement of the project / company received from time to time, or approval of CV by the client (wherever applicable), 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.

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:

Post	VC No.	Pay Scale
Manager- Ecology & Biodiversity	CP/12/26	50,000 – 1,60,000

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.

Pay, allowances and perks for the post would be as per the minimum number of years of work experience detailed below:

Post	VC No	Number of Minimum Work Experience as per the advertisement	Monthly Basic Pay for Degree Holders	Yearly CTC for Degree Holders
Assistant Manager-Environment	CL/07/26	2	Rs 23,340	Rs 5,09,741

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
All Candidates	Rs. 600/- plus Taxes as applicable

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 from SC/ST/PWD category applying for posts not reserved for their category will also have to make payment of full fees at this stage during online application.

b) The fee charged from the candidates belonging to SC / ST / PWD category during online application would be later refunded upon their participation in the further selection process of written exam / interview (as applicable). The refund amount will be made to such candidates only by way of crediting the amount to the source account / debit card / credit card etc., from which such candidate had paid the fee, duly deducting GST / bank charges (as applicable), after submission and scrutiny of their category certificate.

c) 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.

d) Candidates shall ensure that the invoice is generated upon successful payment of fee; and in case they are not able to download the invoice, it shall be candidates' responsibility to immediately communicate the same by writing an email to cont.rectt@rites.com with registration details.

Syllabus for Written Test

Syllabus for VC No CP/12/26 (Manager –Ecology & Biodiversity)

Fundamentals of Ecology

- Ecosystem structure and function; energy flow, food chains/webs, trophic levels
- Biogeochemical cycles (carbon, nitrogen, phosphorus, water)
- Population ecology: growth models, carrying capacity, population regulation
- Community ecology: succession, species interactions (competition, predation, symbiosis)
- Habitat and niche concepts
- Landscape ecology: fragmentation, connectivity, corridors, edge effects

Biodiversity - Concepts and Status

- Levels of biodiversity: genetic, species, ecosystem
- Biodiversity hotspots (global and Indian)
- Endemism, keystone species, indicator species, flagship species

- Threats to biodiversity: habitat loss, invasive species, overexploitation, pollution, climate change
- IUCN Red List categories and criteria
- CITES appendices and international wildlife trade regulation
- Biodiversity indices (Shannon-Wiener, Simpson's, species richness/evenness)

Indian Ecosystems and Habitats

- Forest types of India (classification per Champion & Seth)
- Wetlands: classification, ecosystem services, Ramsar sites in India
- Grassland, desert, coastal and marine ecosystems
- Mangroves and coral reefs
- Riverine and freshwater ecosystems
- Protected Area network: National Parks, Wildlife Sanctuaries, Biosphere Reserves, Conservation/Community Reserves, Tiger Reserves, Elephant Reserves

Environmental & Wildlife Legislation (India)

- Wildlife (Protection) Act, 1972 (as amended)
- Forest (Conservation) Act, 1980
- Biological Diversity Act, 2002
- Environment (Protection) Act, 1986
- EIA Notification, 2006 (and subsequent amendments)
- Wetlands (Conservation and Management) Rules, 2017
- Coastal Regulation Zone (CRZ) Notification, 2019
- Forest Rights Act, 2006
- National Green Tribunal (NGT) Act, 2010
- Compensatory Afforestation Fund Act (CAMPA), 2016
- Solid Waste Management Rules, 2026
- E-Waste, Plastic Waste, Biomedical Waste, and Hazardous Waste Management Rules
- National/State Wildlife Action Plans; National Biodiversity Action Plan

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Conservation Biology and Wildlife Management

- In-situ vs. ex-situ conservation
- Species recovery programmes (Project Tiger, Project Elephant, Project Cheetah, vulture conservation, etc.)
- Human-wildlife conflict: causes and mitigation strategies
- Wildlife corridors and connectivity planning
- Zoo/botanical garden management standards (CZA guidelines)
- Reintroduction and translocation protocols
- Ecological restoration and rehabilitation of degraded land

Environmental Impact Assessment & Project-Level Application

- EIA process: baseline data collection, impact prediction, mitigation, EMP
- Biodiversity Impact Assessment / Rapid vs Comprehensive EIA
- EIA Notification, 2006 (and amendments) - categorization (A/B1/B2), screening, scoping, public consultation, appraisal.
- Wildlife Conservation Plans (as required under Wildlife Act clearances)
- Ecologically Sensitive Areas / Zones (ESA/ESZ) around Protected Areas
- Environmental clearance and forest clearance procedures

Wetland

- Wetlands (Conservation and Management) Rules, 2017 - Wetlands Authority (State/National), permitted and prohibited activities, Brief Document/Integrated Management Plan requirements
- Ramsar Convention: criteria for designation, Montreux Record, Ramsar site management planning cycle
- Wetland Inventory, Assessment and Monitoring (as per National Wetland Inventory & Assessment methodology; National Plan for Conservation of Aquatic Ecosystems
- Wetland Health Card / rapid assessment tools; wetland delineation and boundary demarcation
- Integrated Wetland Management Plan (IWMP) components: hydrology, water quality, biodiversity, socio-economic/livelihood dependence, catchment treatment

Eco-Sensitive Zone (ESZ)

- Eco-Sensitive Zone (ESZ) notification process under EPA, 1986 - draft/final notification, Zonal Master Plan requirements
- ESZ Master Plan components: zonation (core/buffer/transition), land-use regulation, permitted/prohibited/regulated activities, thematic maps (land use-land cover, slope, drainage, settlement)
- Guidelines for declaration of ESZs around National Parks/Wildlife Sanctuaries (MoEFCC guidelines)
- Site-specific ESZ vs. default 10 km buffer norms; alignment with Wildlife Institute of India (WII) guidelines
- Carrying capacity studies and zonal regulation of tourism/development activities within ESZs

Natural Resource Management

- Watershed management principles
- Soil conservation and land degradation/desertification
- Sustainable forest management and Joint Forest Management (JFM)
- Water resource ecology and river basin management
- Integrated Solid Waste Management - ecological considerations in siting and design

Climate Change and Biodiversity Interlinkages

- Climate change impacts on species distribution and phenology
- Ecosystem-based Adaptation (EbA)
- Carbon sequestration role of forests/wetlands; REDD+ basics
- Nationally Determined Contributions (NDCs) - biodiversity-relevant components
- Climate vulnerability and resilience assessment of ecosystems

Tools, Techniques and Data

- GIS and Remote Sensing applications in habitat mapping and monitoring
- Biodiversity survey methodologies: quadrat, transect, camera trapping, point-count, mark-recapture
- Environmental monitoring parameters (air, water, soil, noise relevant to ecological studies)

Syllabus for VC No CL/07/26 (Assistant Manager – Environment)

Environmental Studies

- Ecosystems - structure, function and types.
- Natural resources -classification, utilization and conservation (forest, water, mineral, energy, land).
- Biodiversity and its conservation - levels of biodiversity, threats to biodiversity, in-situ and ex-situ conservation, biodiversity hotspots.

Environmental Pollution

- Air Pollution: Sources, classification of pollutants, effects on human health/ vegetation/materials, control technologies (electrostatic precipitators, bag filters, scrubbers, catalytic converters).
- Water Pollution: Point and non-point sources, classes of water pollutants, eutrophication, effects on aquatic life and human health, control and treatment measures.
- Soil Pollution: Causes (agrochemicals, industrial effluents, solid waste dumping), effects on soil fertility and food chain, remediation measures.
- Marine Pollution: Oil spills, plastic pollution, land-based sources of marine pollution, coastal ecosystem impacts, control measures.
- Noise Pollution: Sources, measurement (dB, Leq), permissible limits, health effects, control measures.
- Solid Waste Management: Composting and vermiculture -process, methods, applications; urban and industrial wastes - characteristics and management approaches; recycling and reuse principles.

Environmental Acts and International Conventions

- Water (Prevention and Control of Pollution) Act, 1974
- Air (Prevention and Control of Pollution) Act, 1981
- Environment (Protection) Act, 1986
- Wildlife (Protection) Act, 1972
- Forest (Conservation) Act, 1980
- EIA Notification, 2006 (and subsequent amendments)
- Wetlands (Conservation and Management) Rules, 2017
- Coastal Regulation Zone (CRZ) Notification, 2019
- Forest Rights Act, 2006
- National Green Tribunal (NGT) Act, 2010
- Compensatory Afforestation Fund Act (CAMPA), 2016
- Solid Waste Management Rules, 2026
- Noise Reules
- E-Waste, Plastic Waste, Biomedical Waste, and Hazardous Waste Management Rules
- International frameworks - Stockholm Conference, Earth Summit/Rio Declaration, Kyoto Protocol, Paris Agreement, Agenda 21, Convention on Biological Diversity (CBD), UNFCCC, Montreal Protocol, Basel Convention, Rotterdam Convention, Ramsar Convention, Stockholm Convention, Sustainable Development Goals and Conference of Parties (COP) meetings

Environmental Impact Assessment (EIA)

- Screening, Initial Environmental Examination (IEE) and EIA - need and types of EIA
- EIA process and project cycle
- Applicable Acts and legislations governing EIA in India (EIA Notification, 2006 and amendments)
- EIA components and process - scoping, baseline data collection, impact prediction, evaluation

- EIA methodology - matrices, checklists, network methods, overlay/GIS-based methods
- Baseline environmental data (air, water, soil, noise, ecology, socio-economic); assessment of environmental impacts; Environmental Management Plan (EMP); Environmental Monitoring Plan

Environmental and Social Safeguard Frameworks

- World Bank Environmental and Social Framework (ESF)
- IFC Performance Standards
- ADB Safeguard Policy Statement (SPS)
- AIIB Environmental and Social Framework
- JICA Guidelines for Environmental and Social Considerations
- EIB Environmental and Social Standards
- KfW Sustainability Guidelines
- Equator Principles

Air Pollution

- Emission sources and dispersion modelling (Gaussian plume model, stack height determination)
- Ambient Air Quality Standards for residential, commercial, industrial and sensitive (ecologically/critically polluted) areas
- Photochemical reactions and secondary pollutants (photochemical smog, ground-level ozone)
- Greenhouse gases and the greenhouse effect
- Global warming - causes, impacts, mitigation
- Decarbonization strategies and Net-Zero targets/commitments

Solid Waste Management

- Collection, segregation, transportation, treatment and disposal techniques (landfilling, incineration, composting, waste-to-energy, RDF)
- Population forecasting methods and estimation of solid waste generation quantities
- Selection criteria and site suitability analysis for dumping/landfill sites
- Concept of 4 R's - Reduce, Reuse, Recycle, Recover (and extended frameworks such as Refuse/Repair)
- Solid Waste Management Rules, 2026

Water Supply Engineering

- Water demand - factors affecting demand (domestic, industrial, institutional, fire, losses), per capita demand, population forecasting methods
- Identification and evaluation of water sources (surface and groundwater)
- Water treatment methods - treatment methodology and process flow diagrams as per raw water characteristics; slow sand filter; rapid sand filter; disinfection methods (chlorination, UV, ozonation)
- Transmission of water - conveyance mains, water hammer phenomenon, air valves
- Water supply distribution networks - residual pressure requirements, water hammer, air valves, staging height for overhead reservoirs
- Selection of pipe materials (DI, PVC, HDPE, MS, RCC) and valves (sluice, air, non-return, pressure-reducing)

Sewerage System and Wastewater Engineering

- Estimation of wastewater flow - sources and per capita wastewater generation, peaking factors

- Sewerage network - design concepts (gravity flow, hydraulic design, self-cleansing/non-scouring velocities)
- Sewage characteristics (BOD, COD, TSS, pH, nutrients, etc) and applicable treatment methods with process flow diagrams
- Sewage treatment methods - Activated Sludge Process (ASP), oxidation pond, oxidation ditch, and Up-flow Sludge Blanket Reactor (USBR/UASB)
- Sludge treatment and disposal - sludge drying beds and other sludge management methods
- Disposal of treated wastewater - in-land disposal, discharge into streams/rivers, reuse options

Storm Water Drainage Design

- Estimation of storm water runoff - Rational Method, time of concentration, runoff coefficients for varied land use
- Design of storm water drainage networks - open and closed drains, hydraulic design of drains/culverts
- Rainfall intensity-duration-frequency (IDF) relationships and design storm selection
- Urban drainage issues - waterlogging, combined vs. separate sewerage systems, sustainable urban drainage systems (SuDS)/rainwater harvesting integration
- Disposal of storm water - natural drains, detention/retention ponds, outfall design

Climate Change, Climate Risk and Vulnerability Assessment

- Climate change science basics - greenhouse effect, radiative forcing, global and regional climate projections
- Climate risk assessment framework - hazard, exposure, vulnerability and risk components (as per IPCC AR6 framework)
- Climate vulnerability assessment methodology - indicator-based approaches, vulnerability indices, sensitivity and adaptive capacity analysis
- Climate risk assessment for infrastructure and urban systems - flooding, heat stress, sea-level rise, extreme weather events
- Climate change adaptation planning - sector-specific adaptation measures (water, coastal zones, urban infrastructure, agriculture)
- Climate change mitigation - low-carbon development pathways, Nationally Determined Contributions (NDCs), Net-Zero commitments
- Climate-resilient infrastructure design considerations; climate proofing of development projects
- Relevant national frameworks - National Action Plan on Climate Change (NAPCC), State Action Plans on Climate Change (SAPCC)

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.

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.

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8. 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.

9. 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.

10. 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.

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

12. 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).

13. 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.

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. 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.

16. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

17. 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.

18. **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.**

Venue & Time

S. No.	Selection Round	Venue
1	Written Test	RITES Ltd., Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana
2	Interview (Subject to performance in Written Test)	

Exact Date, time, and details of venue of the selection shall be communicated to 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. 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. The period of training/internship shall not be counted towards post qualification experience.
8. Legal jurisdiction will be Delhi in case of any dispute.
9. No train/bus fare / 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).
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 marksheet
    iv. Date of issuance of degree

There shall be no relaxation on this account. No further relaxation shall be provided in this regard.

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 email 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.

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 **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 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 may not be attended to.

Annexure-A

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Documents Submission Check-List

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		
04	Diploma / Graduation Certificate		
05	Post Graduation Marksheet All semesters		
06	Post Graduation Certificate (as applicable)		
07	PhD Marksheets & Certificate, if any		
08	Other Academic Qualification / Certification, please specify: _____		
09	List of Experience certificates submitted: _____ _____ _____ _____ _____ _____		
10	Last company relieving letter/ experience certificate, NOC (For Govt./PSU Employees)		
11	EWS/SC/ST/OBC(NCL) Certificate (if applicable)		
12	ADHAR Card		
13	PAN Card		
14	Copy of Bank Account Passbook/Statement		
15	08 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	

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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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