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

Recruitment of Civil Engineering Professionals on Contract Basis through Walk-in Interview

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.

For posting at various Project sites in **Assam**, 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
200/24	Assistant Highway Engineer	17	02	09	04	02	34
201/24	Assistant Bridge/Structural Engineer	05	-	01	-	-	06
202/24	Quality Control Engineer	10	01	05	03	01	20

Age Limit

Maximum Age	Cut-off date for calculation of Age
40 Years	As on the last date of online application i.e**. 06.12.2024**

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 No	Designation	Essential Educational Qualification	Minimum experience in relevant filed
200/24	Assistant Highway Engineer	Master's degree in Civil Engineering or equivalent OR Bachelor's degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	**For Master's Degree holders:** Minimum 3 years' Experience in Construction Supervision/ Quality Control/ Technical audit of Highway/ Expressway Projects. **OR** **For Degree holders:** Minimum 5 years' Experience in Construction Supervision/ Quality Control/ Technical audit of Highway/ Expressway Projects. **OR** **For Diploma holders:** Minimum 10 years' Experience in Construction Supervision/ Quality Control/ Technical audit of Highway/ Expressway Projects.

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201/24	Assistant Bridge/ Structural Engineer	Master's degree in Civil Engineering or equivalent OR Bachelor's degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	**For Master's Degree holders:** Minimum 3 years' Experience in Construction Supervision/ Quality Control/ Technical audit of Bridges/Structures in Highway/ Expressway Projects. **OR** **For Degree holders:** Minimum 5 years' Experience in Construction Supervision/ Quality Control/ Technical audit of Bridges/Structures in Highway/ Expressway Projects. **OR** **For Diploma holders:** Minimum 10 years' Experience in Construction Supervision/ Quality Control/ Technical audit of Bridges/Structures in Highway/ Expressway Projects.
202/24	Quality Control Engineer	Master's degree in Civil Engineering or equivalent OR Bachelor's degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	**For Master's Degree holders:** Minimum 3 years' Experience in Construction Supervision/ Quality Control/ Technical audit/ Materials Testing or similar work in Highway/ Expressway Projects. **OR** **For Degree holders:** Minimum 5 years' Experience in Construction Supervision/ Quality Control/ Technical audit/ Materials Testing or similar work in Highway/ Expressway Projects. **OR** **For Diploma holders:** Minimum 10 years' Experience in Construction Supervision/ Quality Control/ Technical audit/ Materials Testing or similar work in Highway/ Expressway Projects.

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 06.12.2024.

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:

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Discipline	Categories for which identified	Functional Classification	Physical Requirements
Civil	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	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

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:

Interview - 100%

(Technical & Professional proficiency - 65 %; Personality Communication & Competency – 35%)

Merit list of only those candidates would be prepared who secure a minimum of 60% marks for UR/EWS (50% for SC/ST/OBC (NCL)/ PWD against reserved posts) 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.

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.

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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.

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 per the minimum number of years of work experience detailed below:

For VC No. 200/24 to 202/24

Number of Minimum years of Work Experience as per the advertisement	Monthly Basic Pay for Master's degree/Degree Holders	Monthly Gross Pay for Master's degree/ Degree Holders	Yearly CTC for Master's degree/ Degree Holders
Master's degree-3/ Degree-5	Rs. 25,504	Rs. 46,417	Rs. 5,57,008

Number of Minimum years of Work Experience as per the advertisement	Monthly Basic Pay for Diploma Holders	Monthly Gross Pay for Diploma Holders	Yearly CTC for Diploma Holders
10	Rs. 20696	Rs. 37,667	Rs. 4,52,007

Remuneration mentioned above is only indicative. Actual remuneration shall depend upon place of posting and other terms & conditions of appointment.

Fees

Category	Fee
General/OBC Candidates	NIL
EWS/ SC/ST/ PWD Candidates	

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.
5. **After filling up the required details under the "Fill/ Modify Application Form", candidate should submit the application.**
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.
7. A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and retained. The same is to be submitted at the time of Scrutiny of Documents along with **SELF-**

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ATTESTED PHOTOCOPIES of the following documents strictly in the following order:

a. One copy of Resume/CV
b. 1 recent passport size colour photograph
c. High School certificate for proof of Date of Birth
d. 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)
e. EWS/ SC/ST/OBC Certificate in the prescribed format by Govt. of India (if applicable)
f. Proof of Identity & Address (Passport, Voter ID, Driving license, Aadhaar Card etc)
g. PAN Card
h. Proof of different periods of experience as claimed in the Application Form (if applicable)
i. Any other document in support of your candidature
j. PWD Certificate as per latest format (if applicable).

Note: No documents are to be submitted while submitting online application. All the candidates who will submit online application will be provisionally eligible for document scrutiny. Scrutiny of documents for checking eligibility will be done on the day of Interview and they have to carry the above mentioned documents. Only eligible candidates will be allowed to appear for Interview.

8. 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 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.

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.

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.

13. 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 fulfil the advertised eligibility criteria, his/her candidature will be summarily rejected.

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. 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.

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

17. **Candidate has to bring duly filled two copies of Annexure A, documents in chronological order and submit at a time of Document verification/Selection process.**

Venue & Time

S. No.	Selection Round	Venue
1	Interview	**1. RITES Ltd., Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana** **2. RITES Ltd. NEDFI House, 4th Floor, Ganeshguri, Dispur, Guwahati-781006, Assam** **3. RITES OJAS BHAWAN, 12th floor, BLOCK- DJ/20 , Action Area -1D, New Town , Kolkata-700156, (Landmark : Beside New Town police Station)**

Walk- in Interviews will be conducted from 02.12.2024 to 06.12.2024 on first come first served basis. Candidates can appear at any one of the Interview venues on the aforementioned dates.

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.

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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 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.

Important Dates

S. No.	Particular	Date
1	Commencement of submission of online application	**14.11.2024**
2	Last date of submission of online application	**06.12.2024, 11:00 AM**
3	**Venue of Walk-in-Interview: -** 1. RITES Ltd., Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana 2. RITES Ltd. NEDFI House, 4th Floor, Ganeshguri, Dispur, Guwahati-781006, Asssam 3. RITES OJAS BHAWAN, 12th floor, BLOCK- DJ/20 , Action Area -1D, New Town , Kolkata-700156, West Bengal (Landmark : Beside New Town police Station) **(After submitting online application, candidates have to report directly for appearing in selection process at anyone of the above-mentioned venue between 09:30 AM to 11:30 AM)**	**Walk-in Interviews will be conducted from 02.12.2024 to 06.12.2024.**

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Annexure-A

Rites Limited
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: 1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ 7. _____		
10	Last company relieving letter/ experience certificate, NOC (For Govt./PSU Employees)		
11	ADHAR Card		
12	PAN Card		
13	Copy of Bank Account Passbook/Statement		
14	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	