



**Recruitment of professionals on contractual basis in pay-scale**

BITES Ltd., a Mini Ratna Central Public Sector Enterprise under the Ministry of Railways, Govt. of India is a premier multi-disciplinary consultancy organization in the fields of transport, infrastructure and related technologies.

BITES Ltd. is in urgent need of dynamic and hard working professionals as under:

VC No.	Post	Vacancies					
		UR	EWS	OBC	SC	ST	Total
51/19	Site Inspector (Civil)	14	2	6	1	2	25*
52/19	Site Inspector (E&M)	3	1	1	1	1	7
53/19	CAD Operator	9	1	2	1	2	15**

**\*1 post shall be reserved for PWD candidates (on horizontal basis) and 3 posts shall be reserved for Ex-Servicemen (on horizontal basis)**

**\*\*1 post shall be reserved for Ex-Servicemen on horizontal basis**

**Age Limit**

Maximum Age	Cut-off date for calculation of age
40 years	01.09.2019

**Minimum Qualifications & Experience**

VC No	Designation & Pay Scale (Rs.)	Minimum Educational Qualification*	Minimum post - qualification total/ relevant experience **
51/19	Site Inspector (Civil) (Rs.24,000 – 90,000)	Diploma in Civil Engineering	Total experience: 4 years Relevant experience: 2 years
<b><u>Experience is defined as under:</u></b>			
Candidates should have minimum 4 years total post qualification experience in Industrial infrastructure projects out of which at least 2 years should be in relevant field of Metro/ LRT/ Railway Project in either of the fields of project like survey, contracts, construction, supervision of viaduct, stations (elevated or at grade or underground), depots, tracks etc.			
52/19	Site Inspector (E&M) (Rs.24,000 – 90,000)	Diploma in Electrical/Electrical & Electronics/ Mechanical/ Production/ Industrial/Automobile Engineering	Total experience: 4 years Relevant experience: 2 years
<b><u>Experience is defined as under:</u></b>			
Candidates should have minimum 4 years total post qualification experience in Industrial infrastructure projects out of which at least 2 years should be in relevant field of Metro/ LRT/ Railway Project in either of the fields of project like design of E&M systems, E&M contracts, construction, supervision of E&M in viaduct, stations (elevated or at grade or underground), depots etc.			

53/19	CAD Operator (Rs.22,000 – 83,000)	Diploma in any Engineering discipline with 3 months certificate course in AUTOCAD package from a reputed training Institute	Total experience: 4 years Relevant experience: 4 years
<b><u>Experience is defined as under:</u></b>			
Candidates should have minimum 4 years total post qualification experience in the field of Metro/ LRT/ Railway Project in Architecture/ Civil/ Electrical/ Mechanical work in stations, depots etc. candidates having experience of layout & buildings will be preferred.			

\*Candidates 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

Experience shall be calculated as on 01.09.2019.

**Note for Educational Qualification:**

The candidate should possess Degree/ Diploma/ Certificate course (as applicable) 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.

**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.

Based upon the performance in the Written Test, and fulfilling the conditions of eligibility; candidates shall be shortlisted for Document Verification.

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.

**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:

S. No.	Vacancy for which identified	Categories for which identified	Functional Classification	Physical Requirements
1	Civil	Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
		Hearing Impairment	HI	
2	Mechanical	Locomotor disability	OA, OL	
3	Electrical	Locomotor disability	OA, OL	
		Hearing Impairment	HI	

Functional Classification:

Code	Functions
OL	One leg affected (R or L)
OA	One arm affected
OAL	One arm one leg affected
BL	Both legs affected
HI	Hearing Impaired
LV	Low Vision

Physical Requirements:

Code	Physical Requirements
S	Work performed by sitting (on bench or chair)
ST	Work performed by standing
SE	Work performed by seeing
RW	Work performed by reading and writing
BN	Work performed by bending
MF	Work performed by manipulation by fingers
C	Work performed by communication
W	Work performed by walking
H	Hearing/ Speaking

#### Nature & Period of Engagement

The appointment shall be purely on contract basis initially for a period of two years, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

Selected candidates shall initially be posted in Chennai. However, selected candidate are liable to be posted anywhere in India as per company requirements.

#### Remuneration

The selected candidates would be paid Basic pay and DA, fixed/variable allowances as per policy, HRA, Contribution to PF, Gratuity as per Gratuity Act. Other benefits would be as under:

- a) Leaves
- b) Maternity Leave/ Paternity Leave
- c) Medical facility.
- d) Accident/Death Insurance.
- e) Leave Encashment.

As per company rules applicable to contract employees.

The approximate emoluments for the post of Site Inspector and CAD Operator are 4.6 LPA and 4.3 LPA respectively.

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
General/OBC Candidates	Rs. 300/-
EWS/ SC/ST/ PWD Candidates	Rs. 100/-

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:

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.

- a) Fee once paid shall not be refunded under any circumstances nor can the fee be held in reserve for any other examination or selection.
- b) Persons with disabilities are given concession in the fee provided they are otherwise eligible for appointment. A PWDs candidate claiming age relaxation/fee concession will be required to submit alongwith their Detailed Application Form, certified copy of the PWD certificate as per latest GOI format.

#### 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. **After filling up the required details under the "Fill/ Modify Application Form", click on "Make payment". The payment details show the amount to be paid to the bank based on your category.**  
**Applications without successful fee payment shall be treated as incomplete and shall be summarily rejected.**
5. A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished alongwith **SELF-ATTESTED HARD COPIES** of the following documents in the given order only (from top to bottom):
  - 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. EWS/ 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.***

6. 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.
7. **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.**
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. EWS certificate should also be as per Gov. of India format.
9. The candidates are also advised to keep a copy of Application Form submitted with them and to carry the same at the time of the selection (if called).
10. **Candidates who have registered online but whose physical application along with aforesaid documents is not received by the due date, their candidature shall not be considered.** The company reserves the right to consider only such applications which are received in physical format by the prescribed date.
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).
12. 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.
13. 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.
14. 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.
15. Candidates should submit only single online application for one VC No. and application once submitted cannot be altered. However, candidates wishing for more than one VC No. will have to apply separately for each VC No. and appear for selection as per schedule mentioned. A valid e-mail ID is essential for submission of the online application. RITES will not be responsible for bouncing of any e-mail sent to the candidates.
16. 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	2 different locations across India* (Exact address shall be communicated to the candidates later)
2	Document Verification (Subject to performance in Written Test)	Venue for the selection shall be communicated to shortlisted candidates

Candidates are required to indicate their preference of center for selection at the time of online application. 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.

Test Centers for Written Test\*:

S. No.	City
1	Gurgaon
2	Chennai

**\*Chennai center is 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 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

<b>S. No.</b>	<b>Particular</b>	<b>Date</b>
1	Start date of online registration	18.09.2019
2	Last date of online registration	10.10.2019
3	Last date of submission of hard copy of documents	21.10.2019
4	Date of selection	To be notified later