



Recruitment of Engineering Professionals on Contract Basis in IDA Pay Scale / Lump-sum pay

RITES Ltd., a Nav 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.

For initial posting at project sites in **Kerela**, 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
374/23	Team Leader (Safety)	01	-	-	-	-	01
375/23	Project Engineer (Shore Protection)	02	-	-	-	-	02
376/23	Resident Engineer (Water Supply)	01	-	-	-	-	01
377/23	Quality Engineer (Road)	-	-	01	-	-	01
378/23	Quality Engineer (Water Supply)	-	-	-	01	-	01
379/23	Quality Engineer (Bridge)	01	-	-	-	-	01
380/23	Team Leader / QC	02	-	01	-	-	03
381/23	Project Engineer/ Civil	08	01	02	-	-	11
382/23	Junior Engineer / Civil	17	03	05	02	-	27
383/23	Junior Engineer/ MEP	08	01	02	-	-	11
384/23	Junior Manager (F&A)/ SO	01	-	-	-	-	01
385/23	Project Engineer (Civil)	05	-	02	01	-	08
386/23	QA/ QC Engineer	01	-	-	-	-	01
387/23	Safety Engineer	01	-	-	-	-	01

Age Limit

Maximum Age	Cut-off date for calculation of Age
40 Years	01.11.2023

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.

Sl. No.	VC No.	Post	Qualification*	Post Qualification Experience
1	374/23	Team Leader (Safety)	Full time Bachelor's Degree in any branch of Engineering AND Degree or Diploma in industrial safety recognized by the concerned state government for the purpose of appointment as Safety Officer as per their respective state rules, as applicable	Minimum 15 years experience in high rise buildings / KWA projects/ shore protection works etc. with experience of managing and working in the field of health and safety. Candidates having OSHA or NEBOSH certification may be preferred.

2	375/23	Project Engineer (Shore Protection)	Full time Bachelor's Degree in Civil Engineering or its related field	Minimum 7 years experience in groynes and/ break water, beach nourishment with experience in handling engineering aspects including interface coordination.
3	376/23	Resident Engineer (Water Supply)	Full time Bachelor's Degree/ Diploma in Civil Engineering or its related field OR Full time Bachelor's Degree in Mechanical Engineering/ Technology in Mechanical/ Production/ Production & Industrial/ Manufacturing/ Mechanical/ Railways/ Mechatronics & Automobile or any of the above combination in part or whole or its related field. OR Full time Diploma in Engineering in Mechanical/ Production/ Production & Industrial/ Manufacturing/ Mechanical & Automobile Discipline or its related field	Minimum experience of 8 years for Degree holders or 10 years for Diploma holders out of which 5 years in construction supervision of Water Supply work for major infrastructure projects.
4	377/23	Quality Engineer (Road)	Full time Bachelor's Degree in Civil Engineering or its related field	Minimum 5 years experience out of which 3 years relevant experience in major road projects.
5	378/23	Quality Engineer (Water Supply)	Full time Bachelor's Degree in Civil Engineering or its related field OR Full time Bachelor's Degree in Mechanical Engineering/ Technology in Mechanical/ Production/ Production & Industrial/ Manufacturing/ Mechanical/ Railways/ Mechatronics & Automobile or any of the above combination in part or whole or its related field.	Minimum 5 years experience out of which 3 years relevant experience in supervision of water supply work for major infrastructure projects.
6	379/23	Quality Engineer (Bridge)	Full time Bachelor's Degree in Civil Engineering or its related field	Minimum 5 years experience out of which 3 years relevant experience in major bridge projects.
7	380/23	Team Leader / QC	B. E/ B. Tech	Min 15 yrs. experience in high rise buildings /water supply/Irrigation/shore protection/Harbour projects with experience in the field of quality control. shall possess experience in quality assurance/control, auditing design projects, developing QMS and inspection/testing/product conformity. The concerned shall be a Certified Auditor (CQA)

8	381/23	Project Engineer/ Civil	B.E/ B. Tech	Min 7 yrs. Of experience in water supply/Building/shore protection works/waterways/irrigation/Harbour etc
9	382/23	Junior Engineer/ Civil	B.E/ B. Tech/ Diploma	Min 7 years for diploma holders and 05 years for degree holders, with specific experience in r in water supply/Building/shore protection works/waterways/irrigation/Harbour etc
10	383/23	Junior Engineer/ MEP	B. E/ B. Tech/ Diploma	Min 7 years for diploma holders and 05 years for degree holders, in electrical Engineering with specific experience in water supply/Building/shore protection works/waterways/irrigation/Harbour project category
11	384/23	Jr. Manager (F&A)/ SO	Any Degree	Minimum 2 years experience in accounts and finance
12	385/23	Project Engineer/ Civil	Full-time Bachelor's degree in Civil Engineering or its related field	Min 7 yrs. Of experience in building projects/KWA projects/shore, protection works/waterways, in / water supply projects groynes and/ breakwater, beach nourishment with experience in handling engineering aspects including interface coordination
13	386/23	QA/ QC Engineer	Full-time Bachelor's degree in Civil Engineering or its related field OR Full-time Diploma in Civil Engineering or its related field	Min 7 years for diploma holders and 05 years for degree holders, with specific experience in QA/QC project category
14	387/23	Safety Engineer	Full-time Bachelor's Degree in any branch of Engineering AND Degree or Diploma in industrial safety recognized by the concerned state government for the purpose of appointment as Safety Officer as per their respective state rules, as applicable	Min 7 years for diploma holders and 05 years for degree holders, with specific experience in Safety project category

**Candidates must have completed the Essential Educational Qualification (Degree/Diploma) by securing minimum passing marks.*

Candidates may apply for more than one position as per the educational qualification and experience required for the post to be applied.

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 01.11.2023.

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:

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	
Mechanical	Hearing Impairment	HI	
Electrical	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	
	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
sH	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%)		
Total	-	100%

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 and shall be subject to verification from the original source.

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

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.

The instant recruitment is being done for deployment of personnel at one of our client's site and as such, issuance of offer letter of appointment to the selected candidates shall be subject to approval of CV by the client.

Remuneration

Sr. No. of post	IDA Pay scale (on contract)	Approximate annual CTC
385/23	60,000 – 1,80,000	16.4 LPA
386- 387 /23	50,000 – 1,60,000	13.7 LPA

For other posts, engagement is to be done on lump-sum contract basis and Basic Pay, allowances & perks for the posts would be as per minimum post-qualification work experience required as detailed below:

Number of Minimum Work Experience as per the advertisement	Monthly Basic Pay for Degree Holders	Yearly CTC for Degree Holders	Monthly Basic Pay for Diploma Holders	Yearly CTC for Diploma Holders
0	22000	480480	15400	336336
1	22660	494894	15862	346426
2	23340	509741	16338	356819
3	24040	525033	16828	367523
4	24761	540784	17333	378549
5	25504	557008	17853	389906
6	26269	573718	18388	401603
7	27057	590930	18940	413651
8	27869	608658	19508	426060
9	28705	626917	20094	438842
10	29566	645725	20696	452007
11	30453	665097	21317	465568
12	31367	685050	21957	479535
13	32308	705601	22615	493921
14	33277	726769	23294	508738
15	34275	748572	23993	524001
16	35304	771029	24712	539721

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	Nil
EWS/ SC/ST/ PWD Candidates	Nil

How to Apply

- Before applying, candidates should ensure that they satisfy the necessary conditions and requirements of the position.**
- 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 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 the online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished **at the time of interview** along with **SELF-ATTESTED photocopy** of the following documents in the given order only from top to bottom:
 - a. 1 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).

Candidates need to bring all original documents on the day of interview.

8. Please attach copies of experience certificates from your previous employer 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.
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. Documents are to be uploaded on RITES portal only.
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 (if called).
13. **Candidates who have registered online but whose application along with supporting documents are not submitted by the due date, their candidature may not be considered. The company reserves the**

right to consider only such applications which are received by the prescribed date. RITES Ltd. does not bear any responsibility for any delay for any reason whatsoever.

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

Venue

S. No.	Selection Round	Venue
1	Interview	RITES LTD, Ground floor, Calsar Heather Punnen Road, Opposite Hilton Hotel, Statue, Thiruvananthapuram- 695001

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. 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. In case a candidate is found suitable for a lower post than for which he/she has applied, he/she shall only be considered for the post for which he/she has been found suitable by the selection committee also will be uploaded on RITES website.

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	17.11.2023
2	Last date of submission of online application	28.11.2023 5:00 PM
3	Date of Walk-in Interview at RITES LTD, Ground floor, Calsar Heather Punnen Road, Opposite Hilton Hotel, Statue, Thiruvananthapuram- 695001	Interviews will be conducted from 28.11.2023. Candidates who have registered till 22.11.2023 will be interviewed on 28.11.2023. Remaining candidates who registered after 22.11.2023 will be interviewed from 29.11.2023- 01.12.2023.