



**Recruitment of professionals for foreign project on contract**

RITES 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.

**RITES Ltd. is in urgent need of dynamic and hard working professionals for Mauritius Light Rail Transit Consultancy Project as under:**

VC No	Level of Position	Domain	No. of posts
06/18	GM/Advisor	Signal & Telecom/ AFC	1
07/18	Manager/DGM	Track	1
08/18	JGM/SDGM/DGM	Safety (SHE)	1
09/18	JGM/SDGM/DGM	Quality	1
10/18	SDGM/DGM	E &M (Mech.)	1
11/18	JGM/SDGM/DGM	Signal	1

UR	OBC	SC	ST	Total
5	1	0	0	6

For VC No. 07/18, candidates having experience of 9 years (total experience) and above & 5 years (relevant experience) and above will be eligible for DGM level & shall be considered for suitability on the basis of interview only whereas other Candidates will be eligible for manager level & shall be considered for suitability on the basis of written test & interview.

**Age Limit**

VC No.	Maximum Age	Cut-off date for calculation of Age
06/18	60/65 Years	01.02.2018
07/18 to 11/18	54 Years	

Age limit may be relaxed by a maximum of 3 years for VC No. 06/18 to 11/18 in deserving cases.

**Minimum Qualifications & Experience**

S. No.	Designation	Total work experience/ Relevant experience
1.	Advisor	21/7
2.	GM	21/7
3.	Joint General Manager	14/7
4.	Senior Deputy General Manager	12/6
5.	Deputy General Manager	9/5
6.	Manager	7/3

VC No	Domain	Minimum Educational Qualification
06/18	Signal & Telecom/ AFC	Full time Degree in Electronics Engineering/ Electronics & Telecommunication Engineering/ Electronics & Communication Engineering/ Electronics & Electrical Engineering/ Computer Science/ IT/Computer Engineering (Minimum 2 <sup>nd</sup> class)
<b>Relevant experience for VC No 06/18 is defined as under:</b>		
Candidates should have experience of working in Signal, Telecom and AFC in Metro/LRT/Railways Projects. Experience in CBTC is desirable.		
07/18	Track	Full time Degree in Civil Engineering (Minimum 2 <sup>nd</sup> class)
<b>Relevant experience for VC No 07/18 is defined as under:</b>		
Candidates should have experience of working in track work in Metro/LRT/Railway Projects.		
08/18	Safety (SHE)	Full time Degree in Electrical Engineering/ Electrical & Electronics Engineering / Mechanical Engineering/Civil Engineering (Minimum 2 <sup>nd</sup> class)
<b>Relevant experience for VC No 08/18 is defined as under:</b>		
Candidates should have experience of working in Safety, Health & Environment in Metro/LRT/Railway Projects.		
09/18	Quality	Full time Degree in Civil Engineering (Minimum 2 <sup>nd</sup> class)
<b>Relevant experience for VC No 09/18 is defined as under:</b>		
Candidates should have experience of working in Quality Assurance/Control in Metro/LRT/Railway Projects.		
10/18	E & M (Mech.)	Full time Degree in Mechanical Engineering(Minimum 2 <sup>nd</sup> class)
<b>Relevant experience for VC No 10/18 is defined as under:</b>		
Candidates should have experience of working in LRT/ Metro/ Railway in the field of Electrical and Mechanical services of Stations and Depot.		
11/18	Signal	Full time degree in Electronics Engineering/ Electronics & Telecommunication Engineering/ Electronics & Communication Engineering/ Electronics & Electrical Engineering/ Computer Science/ IT/ Computer Engineering (Minimum 2 <sup>nd</sup> class)
<b>Relevant experience for VC No 11/18 is defined as under:</b>		
Candidates should have experience of working in Signal, Telecom and AFC in Metro/LRT/Railway Projects. Experience in CBTC is desirable.		

Experience shall be calculated as on 01.02.2018

**Note for Educational Qualification:**

The candidate should possess full time Degree approved by UGC/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 Diploma by Govt. of India, shall also be accepted.

### Selection Process

**Candidates should fill up the online form at rites portal by the stipulated date.**

**RITES shall shortlist candidates out of the applications received.**

**The selection process will be as below:**

**ADVISOR , GM, JGM,SDGM,DGM: Selection shall be on the basis of Interview.**

**Manager : Selection shall be on the basis of Written Test & Interview.**

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per RITES Rules and Standards of Medical Fitness for the relevant post. Candidates have the option to appear for interview either in Hindi or English.

**In case a candidate is found suitable for a lower Post than for which he/she has applied, shall only be considered for the post for which he/she has been found suitable by the selection committee.**

### Relaxations & Concessions

Reservation/ relaxation/ concessions to 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.	Discipline	Categories for which identified	Functional Classification	Physical Requirements
1	Mechanical	Locomotor disability	OA, OL	S, ST, BN, W, SE, MF, C, R, W & RW
2	Electrical, Civil	Locomotor disability	OA, OL	
		Hearing Impairment	HI	
3	S&T	Locomotor disability	OA, OL	

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 3 years, depending upon the requirements of the Project, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

Selected candidates may be posted in India or Mauritius. However, selected candidates shall be liable to be posted anywhere in India as per company requirements.

#### Remuneration

##### When posted in India:

The selected candidates would be paid Basic pay and DA, fixed/variable allowances as applicable in the scale, HRA/Lease, 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.

IDA Pay scales for various levels for posting in India are as under:

S. No.	Designation	Corresponding Pay Scale in IDA (₹) (2 <sup>nd</sup> PRC)
1.	Advisor/GM	51,300 --73,000
2.	Joint General Manager	36, 600 – 62, 000
3.	Senior Deputy General Manager	32, 900 – 58, 000
4.	Deputy General Manager	29, 100 – 54, 500
5.	Manager	24, 900 – 50, 500

The approximate emoluments for the post of Joint General Manager, Sr. Deputy General Manager, Deputy General Manager, Manager and Assistant Manager are 16 LPA; 14.5 LPA; 12.5 LPA; 10 LPA and 8 LPA respectively.

**The pay-scales are due for revision based on the recommendations of the 3<sup>rd</sup> Pay Revision Committee.**

##### When posted in Mauritius:

For this project, the selected candidates will be paid foreign salary, perks and allowances etc as per the policy of RITES Ltd.. The level for which the candidates have been selected will be enumerated in the Offer Letter issued to the selected candidates.

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

## Fees

No fee is required to be paid for applying to the said post.

## How to Apply

1. **Candidates have to apply online by the date given below .They are required to appear for the selection as per above schedule given below without waiting for any intimation/ communication from RITES and carry hard copy of document on the day of selection.**
2. **Before applying candidates should ensure that they satisfy all the necessary conditions and requirements of the position.**
3. 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>.
4. While submitting the online application the system would generate 'Registration No.' on the top of filled up online form. Please note down this "Registration No." and quote it for all further communication with RITES Ltd.
5. Candidates are required to bring the **filled up Online Application Form** along with the following documents with them in **ORIGINAL & ONE SELF-ATTESTED COPY** at the time of Interview 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. SC/ST/OBC Certificate if applicable.(Only caste certificate for reservation for posts under Govt. of India is acceptable in RITES Ltd.)
  - e. Proof of identity & Address (Passport, Voter ID, Driving Liscence, Aadhaar Card etc)
  - f. PAN Card
  - g. Proof of different periods of experience as claimed in your application (if applicable)
  - h. Any other document in support of your candidature
  - i. PWD Certificate as per latest format (if applicable).
6. **No hard copy of any documents/forms is to be sent to this office.**
7. 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.
8. 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.
9. 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.
10. 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.
11. If any claim made by candidates is found to be incorrect, their candidature shall be summarily rejected.

### Venue & Time

VC No	City	Venue & Time	Date & Time	
			Written test	Interview
06/18	<b>Gurgaon</b>	RITES Ltd, Plot No. 1 RITES Bhawan , Sector – 29,Gurgaon - 122001, Haryana		<b>20.02.2018</b>
07/18			<b>20.02.2018 (For Manager only)</b>	<b>21.02.2018</b>
08/18				<b>21.02.2018</b>
09/18				<b>21.02.2018</b>
10/18				<b>20.02.2018</b>
11/18				<b>20.02.2018</b>

**Effort shall be made to conduct selection for all candidates on the same day only. However, in case of large number of candidates, selection may continue to the next day as well.**

### 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 can vary.
3. The period of training/internship/apprenticeship shall not be counted towards post qualification experience.
4. Any information regarding this recruitment process would be made available through the e-mail provided by the candidate at the time of registration and/or uploaded on RITES website. Candidates are advised to periodically check the site for updates.
5. No train/bus fare / TA / DA shall be payable for attending the Selection.

### Communication with RITES

All correspondence by / with the candidates in regard to the examination shall be through e-mail only. All communications 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**

Queries should be sent to [rectt@rites.com](mailto:rectt@rites.com).

For any clarification/queries not covered above, 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 above shall not be attended**

#### Important Dates

S. No.	Particular	Date
1	Start date of online registration	08.02.2018
2	Last date of online registration	19.02.2018
3	Date of Selection	20.02.2018 & 21.02.2018