



Recruitment of Engineering professionals on contractual basis

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 (NCL)	SC	ST	Total
18/21	Engineer (Civil)	16	3	-	15**	6**	40*

*2 Posts reserved for PWD on horizontal basis, ** Includes backlog vacancies

Age Limit

Maximum Age	Cut-off date for calculation of age
40 years	01.09.2021

Minimum Qualifications & Experience

VC No	Designation	Minimum Educational Qualification*	Minimum post - qualification experience
18/21	Engineer (Civil)	Full Time BE/B.Tech/B.Sc (Engg) Degree in Civil Engineering from recognized university / institute	Candidate should have post qualification experience of 6 years out of which preferably 3 years in Design/Construction/ Supervision/ Quality Control/ Quantity Surveying of Road/ Bridge/ Flyover/ ROB/ Buildings/ Coastal Protection/ Structure etc.
		Full Time Diploma in Civil Engineering from recognized university / institute	Candidate should have post qualification experience of 12 years out of which preferably 6 years in Design/Construction/ Supervision/ Quality Control/ Quantity Surveying/ Topographic Surveying of Road/ Bridge/ Flyover/ ROB/ Buildings/ Coastal Protection/ Structure etc.

*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.

Experience shall be calculated as on 01.09.2021.

Note for Educational Qualification:

The candidate should possess Degree recognized by AICTE/ UGC (as applicable); 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, shall also be accepted.

Selection Process

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

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 Interview out of eligible candidates.

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. There will be no minimum qualifying marks required in the aggregate.

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

Experience	-	10%
Interview	-	90%

(Technical & Professional proficiency - 60 %; Personality Communication & Competency – 30%)

Total	-	100%
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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.

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	Engineer (Civil)	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	S, ST, BN, W, SE, MF, C, RW, KC, CL, JU, H
		Hearing Impairment	HH	

Functional Classification:

Code	Category of Benchmark disability
OH	Orthopedically Handicapped
VH	Visually Handicapped
HH	Hard of Hearing
OL	One leg
OA	One arm
BA	Both Arms
BH	Both Hands
MW	Muscular Weakness
OAL	One arm one leg
BLA	Both Legs and Arms
BLOA	Both Legs one Arm
LV	Low Vision
B	Blind
PD	Partially Deaf
FD	Fully Deaf
BL	Both legs
D	Deaf
Dw	Dwarfism
CP	Cerebral Palsy
LC	Leprosy Cured
AAV	Acid Attack Victims
MD	Multiple Disabilities
MI	Mental Illness
ASD	Autism Spectrum Disorder (M= Mild, MoD= Moderate),
SLD	Specific Learning Disability

Physical requirements:

Code	Functional Requirements
S	Sitting
ST	Standing
W	Walking
SE	Seeing
H	Hearing/ Speaking
RW	Reading and Writing
C	Communication
MF	Manipulation by fingers
PP	Pulling & Pushing
L	Lifting
KC	Kneeling & Crouching
BN	Bending
M	Movement
JU	Jumping
CL	Climbing

The above lists is subject to revision.

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 initially posted for projects in the state of Kerala. However, they will be liable for posting anywhere in India as per Company requirements.

Remuneration

Pay, allowances and perks for the post would be as under:

Post	Level	Basic pay	Allowances	Other perks
Engineer (Civil)	Graduate Engineer or equivalent	Rs. 22,353/- (1 to 3 % annual increment based on the	65% in Non-metro cities 70% in Metro Cites other than	Medical & Accidental Insurance for self and Employer's contribution towards

		performance)	Mumbai/Bangalore 75% for Mumbai/ Bangalore.	PF @ 12% would be borne by the company.
	Diploma Holders or Equivalent	Rs. 18,350/- (1 to 3 % annual increment based on the performance)		

The Consolidated monthly Gross Emoluments including PF contribution of Employer for posting in Non – Metro city comes out to be ₹ 39, 564/- which results in CTC of 4.74 LPA for Graduate Engineer and ₹ 32, 479/- which results in CTC of 3.89 LPA for Diploma Holder.

Candidates will be eligible for a Special allowance of Rs. 3000/ per month against reimbursement of communication expenses.

The basic remuneration will be increased at the rate of 3% for each year of experience above 6 years for Graduate Engineer or equivalent and above 12 years for Diploma Holder or Equivalent.

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

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. 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).
6. Candidates are also advised to keep a copy of this online **APPLICATION FORM** containing the registration number along with following documents readily available with them at the time of selection (if called):
 - 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 (NCL) 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).

7. No documents are to be submitted at present. Candidates may be asked to submit relevant documents at a later stage if so required.

8. Please attach copies of experience certificates from your previous employer in respect of claims made by you in your application and are to be submitted at the time of selection (if called). 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. 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.
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. 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.

VC No	City	Venue	Date of Interview
18/21	Kochi, Kerala	RITES LTD (Schedule'A' Enterprise of Govt. of India) First Floor, Koparambil Heights, Seaport Airport Road, Near ROB, Irumpanam, Kochi-682309, Ernakulam, kerala.	27.09.2021 Onwards (Tentatively) Exact date and time shall be communicated to the candidates individually

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 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/ expenses towards travel by any mode / TA / DA shall be payable.
7. 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.

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 Career section of RITES website 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 shall not be attended to.

Important Dates

S. No.	Particular	Date
1	Commencement of submission of online application	09.09.2021
2	Last date of submission of online application	19.09.2021
3	Date of selection	27.09.2021 Onwards (Tentative)