

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



**Recruitment of engineering professionals on contract basis in IDA Pay scale through Walk-in Interview**

BITES 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.

BITES 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
107/24	Project Leader (Civil)	1	-	-	-	-	1
108/24	Team Leader (Civil)	4	-	1	-	-	5
109/24	Design Expert (Civil)	2	1	1	1	1	6
110/24	Resident Engineer (Bridge)	1	-	-	-	-	1
111/24	Resident Engineer (Track)	2	-	-	-	1	3
112/24	Resident Engineer (Civil)	2	1	1	1	-	5
113/24	Resident Engineer (S&T)	2	-	1	1	-	4
114/24	Resident Engineer (Electrical)	2	1	1	1	-	5
115/24	Engineer (Design)	1	-	-	-	-	1

VC No	Maximum Age	Cut-off date for calculation of Age
107/24 to 115/24	55	As on the last date of application i.e. <b>16.04.2024, 11:30 AM</b>

**Minimum Qualifications & Experience**

VC No	Position	Minimum Qualification	Minimum Total Experience
107/24	Project Leader (Civil)	Bachelor's degree in civil engineering or equivalent	Minimum of 20 years' experience in construction industry

10824	Team Leader (Civil)	Bachelor's Degree in Civil Engineering or equivalent	Minimum of 15 years' experience in construction industry.
109/24	Design Expert (Civil)	Bachelor's Degree in Civil Engineering or equivalent And Masters' Degree in Structural Engineering	Minimum experience of 10 years in design related to execution of structures preferably nearby running track.
110/24	Resident Engineer (Bridge)	Bachelor's Degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	<b>For Degree holders:</b> Minimum of 10 years' experience in construction industry related to execution of Bridges structures. OR <b>For Diploma holders:</b> Minimum of 15 years' experience in construction industry related to execution of Bridges structures.
111/24	Resident Engineer (Track)	Bachelor's Degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	<b>For Degree holders:</b> Minimum of 10 years' experience in railway infrastructure. OR <b>For Diploma holders:</b> Minimum of 15 years' experience in railway infrastructure.
112/24	Resident Engineer (Civil)	Bachelor's Degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent	<b>For Degree holders:</b> Minimum of 10 years' experience in railway infrastructure projects OR <b>For Diploma holders:</b> Minimum of 15 years' experience in railway infrastructure projects.
113/24	Resident Engineer (S&T)	Bachelor's Degree in Electronics Engineering or equivalent OR Diploma in Electronics Engineering or equivalent	<b>For Degree holders:</b> Minimum of 10 years' experience in railway infrastructure projects. OR <b>For Diploma holders:</b> Minimum of 15 years' experience in railway infrastructure projects.
114/24	Resident Engineer (Electrical)	Bachelor's Degree in Electrical Engineering or equivalent OR Diploma in Electrical Engineering or equivalent	<b>For Degree holders:</b> Minimum of 10 years' experience in railway infrastructure projects OR <b>For Diploma holders:</b> Minimum of 15 years' experience in railway infrastructure projects.

115/24	Engineer (Design)	Masters' Degree in Structural Engineering	<b>For Master Degree holders:</b> Minimum experience of 5 years in design related to execution of structures preferably nearby running track.
		OR	OR
		Bachelor's Degree in Civil Engineering or equivalent	<b>For Degree holders:</b> Minimum experience of 7 years in design related to execution of structures preferably nearby running track.
		OR	OR
		Diploma in Civil Engineering or equivalent	<b>For Diploma holders:</b> Minimum experience of 10 years in design related to execution of structures preferably nearby running track.

### **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 16.04.2024.**

### **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:

Categories for which identified	Functional Classification	Physical Requirements
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 called for document verification and screened for eligibility thereon. The company reserves the right to shortlist the number of candidates for selection out of eligible candidates. Due to prevalent pandemic situation, based on the requirement and discretion of RITES, selection process may be conducted online.

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

Interview - 100%

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

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 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.

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.

### 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

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

VC No.	Pay Scale	Approximate CTC
107/24	90,000 – 2,40,000	INR 24.47 LPA
108/24	70,000 - 2,00,000	INR 19.06 LPA
109 -114/24	60,000 - 1,80,000	INR 16.36 LPA
115/24	30,000 - 1,20,000	INR 08.45 LPA

The selected candidates would be paid Basic pay and DA, fixed/variable allowances @ 23% of Basic Pay, HRA/Lease, Contribution to PF, Gratuity as per Payment of 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.

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	

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:

a) 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.

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 along with 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. 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 online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished **at the time of document verification/ interview** along with **SELF- ATTESTED PHOTOCOPY** with Original of the following documents in the given order only from top to bottom:
  - a. 1 Passport size Photograph
  - 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. Copies of experience certificates from your previous employer in respect of claims made by you in your application.
  - 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 called for Interview. Detailed 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 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 produced during document verification. 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. 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.
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. It is emphasized that it is the responsibility of the candidate to check the eligibility for the post before submitting the application.
14. Applications 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.
16. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected. Incomplete application or insufficient proof would entail rejection of your application.

#### Venue & Time

S. No.	Selection Round	Venue
1	Interview	<p>1. Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana</p> <p>2. RITES Office, 404, DWARKESH BUSINESS HUB, Near Tapovan Circle Motera, Ahmedabad-380005</p> <p>3. RITES Office- VAT-741/742, 4th Floor, Tower no. 3 &amp; 7, Sect- 30A, International Infotech Park Vashi Railway Station Complex, Navi Mumbai- 400703</p>

**Walk- in Interviews will be conducted on 12<sup>th</sup>,15<sup>th</sup> & 16<sup>th</sup> April 2024 on first come first served basis. Candidates can appear at any one of the Interview venue 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](http://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 as experience.
8. Legal jurisdiction will be Delhi in case of any dispute.
9. No train/bus fare / TA / DA shall be payable.

### 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	02.04.2024
2	Last date of submission of online application	16.04.2024, 11:30 AM
3	<b>Venue of Walk-in-Interview: -</b> 1. Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana 2. RITES Office, 404, DWARKESH BUSINESS HUB, Near Tapovan Circle Motera, Ahmedabad-380005 3. RITES Office- VAT-741/742, 4th Floor, Tower no. 3 & 7, Sect- 30A, International Infotech Park Vashi Railway Station Complex, Navi Mumbai- 400703  <b>(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)</b>	<b>Walk-in Interviews will be conducted on 12<sup>th</sup>, 15<sup>th</sup> and 16<sup>th</sup> April 2024</b>