

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



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

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	No. of Vacancies					
		UR	EWS	OBC (NCL)	SC	ST	Total##
340/23	Supervisor cum Construction Manager	4	-	1	-	-	5
341/23	Draftsman	7	1	3	1	1	13*
342/23	Quality Assurance & Control Engineer	1	-	1	-	-	2
343/23	Field Quality Control Engineer	24	9	19	14	5	71**

\*1 Post reserved on horizontal basis for Cat-C PwD candidates

\*\*2 Post reserved on horizontal basis for Cat-B PwD candidates

## Vacancies may vary

**Age Limit**

Maximum Age	Cut-off date for calculation of Age
55 Years	01.10.2023

**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 the interview.**

VC No.	Title Id /Position	Minimum Qualification*	Total Post Qualification Work Experience/Total Relevant Experience for Graduate Engineer
340/23	Supervisor cum Construction Manager	Full time Bachelor’s degree in Civil Engineering or equivalent.	Three (03) Years Experience in Water Supply / Waste water infrastructure project
341/23	Draftsman(Civil)	Matriculation plus ITI Tradesmanship/Apprenticeship Certificate in Civil Engineering Assistant/Draughtsman (Civil)/CAD Operator in Autocad /Civil	One (01) Year experience in Autocad

342/23	Quality Assurance & Control Engineer	Full time Bachelor's degree in Civil Engineering or equivalent.	Three (03) Years experience in Water Supply Project Discipline specific experience - Experience in Water testing / Overhead tanks / Underground Water tanks / or similar experience.
343/23	Field Quality Control Engineer(Civil)	(1) Full time Bachelor's degree in Civil Engineering or equivalent. (2) Full time diploma in Civil Engineering or equivalent	(1) <b>For Degree:-</b> Two (02) Years experience in Water Supply / Wastewater Infrastructure Projects. Discipline specific experience - Experience in Water testing / Overhead tanks / Underground Water tanks / or similar nature of work.  (2) <b>For Diploma:-</b> Five (05) Years experience in Water Supply / Wastewater Infrastructure Projects. Discipline specific experience - Experience in Water testing / Overhead tanks / Underground Water tanks / or similar nature of work.

**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 01.10.2023.**

**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:

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 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%
-------	---	------

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.

Candidates have the option to appear for interview either in Hindi or English.

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.

### 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 will initially be posted at the site of the client in Rajasthan and 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 per the number of minimum post-qualification work experience detailed below:

VC No	Post Name	Monthly Basic Pay	Yearly CTC
340/23	Supervisor cum Construction Manager	24040	525033
341/23	Draftsman	14317	312683
343/23	Field Quality Control Engineer	23340(Degree) 17853(Diploma)	509741(Degree) 389906(Diploma)

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

#### For VC No 342/23,

Candidates will be placed in the pay scale of Rs. 30,000-1,20,000/-.

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                           | } As per company rules applicable to Contract employees. |
| b. Maternity Leave/ Paternity Leave |  |
| c. Medical facility.                |  |
| d. Accident/Death Insurance.        |  |
| e. Leave Encashment                 |  |

**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

- 1. 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>.
- 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.
- 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.**
- 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).
- A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished **at the time of interview** along with **Original Documents and a set of SELF-ATTESTED SCANNED COPIES** of the following documents in the given order only from top to bottom (if called):
  - 2 recent passport size colour photographs
  - High School certificate for proof of Date of Birth
  - 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)
  - EWS/ SC/ST/OBC Certificate in the prescribed format by Govt. of India (if applicable)
  - Proof of Identity & Address (Passport, Voter ID, Driving License, Aadhaar Card etc)
  - PAN Card
  - Proof of different periods of experience as claimed in the Application Form (if applicable)
  - Any other document in support of your candidature
  - PWD Certificate as per latest format (if applicable).
  - Detailed CV/Resume.
- 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.
- 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.
- 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.
- 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 & Time

S. No.	Selection Round	Venue
1	Interview	<b>AB-435, Block-A, Nirman Nagar, Jaipur, Rajasthan-302019</b>

Interviews will be conducted from 13.10.2023 to 20.10.2023, on first come and first serve basis.

**Note:**

1. **Candidates will need to join RITES within 15 days of issuance of offer letter.**
2. **No Interview on 15.10.2023**

#### 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 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.
10. 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](mailto: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.**

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	05.10.2023
2	Last date of submission of online application	17.10.2023
3	Date of interview at AB-435, Block-A, Nirman Nagar, Jaipur, Rajasthan-302019	Interviews will be conducted from 13.10.2023 to 20.10.2023.(No interview on 15.10.2023)  Note: Candidates will need to join RITES within 15 days of issuance of offer letter.