RITES LIMITED
(A Govt. of India Enterprise)
RITES Bhawan, Plot No. 1, Sector – 29, Gurgaon – 122001

RITES
THE INFRASTRUCTURE PEOPLE

Recruitment of IT Professionals on contractual basis in pay-scale

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 IT professionals on contractual basis in pay-scale as under:

VC No.	Post	UR	EWS	OBC(NCL)	SC	ST	Total
		Vacancies					
07/20	Manager (SAP ABAP Webdynpro/BASIS)	2	-	1	-	-	3
08/20	Manager (Network Engineer)	1	-	-	-	-	1
09/20	Assistant Manager (SAP ABAP Webdynpro/MM/PS)	2	-	1	-	1	4

Age Limit

Maximum Age	Cut-off date for calculation of Age
40 years	01.09.2020

Minimum Qualifications* & Experience

VC No	Designation & Pay Scale (Rs.)	Minimum Educational Qualification	Minimum post - qualification experience
07/20	Manager (SAP ABAP Webdynpro/ BASIS) (Rs. 60,000-1,80,000)	BE/B.Tech. in any discipline/M Sc (IT/CS)/MCA from recognized University/Institute SAP Certification in BASIS/ ABAP Webdynpro will be preferred	7 years

Experience for SAP ABAP Webdynpro is defined as under:

Candidate should have minimum 7 years post-qualification experience in SAP ABAP + webdynpro/ SAP portal development. (S)he should have experience in the following fields :

- SAP ABAP + Webdynpro / Portal development experience
- Min 2-3 end to end implementations/ support in SAP.
- Technical Skills – Proven capability of ABAP ALV-Reports, dictionary objects tables, view, data elements, domains, legacy system migration workbench (LSMW), BDC programs, ALE-IDOCs interfaces configuration/development/support, Adobe Interactive forms, smartforms, SAP-Scripts, HRFORMS , SAP-Query, User-Exits/Enhancement BADI, BAPI, Fiori Apps, Eclipse with SAP, applying OSS notes dialog/module-pool programming, RFC, transport management and Performance tuning of developed objects etc
- Should have developed custom FPM & Web Dynpro applications.
- ESS and MSS development skills are must using ABAP Web Dynpro.
- Enhancement experience in Web Dynpro ABAP application.
- Knowledge in MVC (Model View Controller) architecture and Hook Method.
- Should work with container UI elements, Layouts, Navigation,
- Component controller and context Mapping.
- Experience in different UIBB - List, Form.
- Should have created Test scripts, User Manuals and Configuration guides.

- Development of PDF forms and Configuration of Adobe Document Services (ADS) to display PDF on Portal
- Configuration of Universal Worklist (UWL)"
- Knowledge of S4/HANA desirable
- Integration using API with Mobile applications desirable

Experience for BASIS is defined as under:

Candidate should have minimum 7 years post-qualification experience in SAP BASIS. (S)he should have experience in the following fields :

- Good knowledge in Unix/any other flavor of Unix OS
- Good knowledge in Oracle database including DB parameter tuning, DB patching/MO patch, DB copy/restore, DB upgrade etc
- System Installation & post installation Configuration
- Thorough knowledge in general SAP Administration activities like Kernel patch upgrade, SPAM/SAINT upgrade, job administration, client admin, printer setup, handling RFC connections, performance monitoring / tuning etc
- Experience working with portal system and Java stack administration
- Experience working with application specific basis activities on PI / BW / EP / APO / Live Cache
- Experience in Solution Manager for system configuration, key generation etc
- System Refresh for dual (ABAP & Java) and standalone system
- EHP/ Version Upgrade
- Platform Migration / Unicode conversion
- Knowledge of HANA system administration, revision upgrade desirable
- HANA Migration through DMO desirable

08/20	Manager (Network Engineer) (Rs. 60,000-1,80,000)	BE/B.Tech. in Computer Science (CS) /Electronics and Communication (ECE) from a recognized University AND, Professional Qualifications: CCNA /CCNP	7 years

Experience is defined as under:

Candidate should have minimum 7 years post-qualification experience in the following fields:

- Design and Maintenance of various Networks like LAN/WAN/WiFi/MPLS/VPN
- Well understanding of Class A,B,C,D and E networks
- Implementing IPV 4 and IPV 6 network address
- In monitoring, network diagnostic and network analytics tools
- Configuring Firewall/Router/Core Switch/L3,L2 Switch etc.
- Understanding of networking protocols (e.g., IPSEC, HSRP, BGP, OSPF, 802.11, QoS etc.)
- Monitoring network performance and ensure network availability and reliability
- Configuring/Installing/Managing various network devices and services (e.g., routers, switches, firewalls, load balancers, VPN, QoS)
- Performing network maintenance and system upgrades including service packs, patches, hot fixes and security configurations for network devices
- Monitor system resource utilization, trending, and capacity planning
- Provide Level-2/3 support and troubleshooting to resolve issues
- Manage and Configure Active Directory/LDAP
- Work within established configuration and change management policies to ensure awareness, approval and success of changes made to the network infrastructure
- Select and implement DLP, Security tools, policies, and procedures in conjunction with the company's security team
- Liaise with vendors and other IT personnel for problem resolution
- Email configuration and monitoring
- Maintaining and Configuring all kind of networks eg LAN/ WAN, MPLS, WiFi, VLAN
- Protecting data, software, and hardware by coordinating, planning and implementing network security measures.
- Maintaining, configuring, and monitoring virus protection software

09/20	Assistant Manager (SAP ABAP Webdynpro/ MM/PS) (Rs. 50,000-1,60,000)	**Qualification for SAP ABAP Webdynpro :** BE/B.Tech. in any discipline/MSc (IT/CS)/MCA from recognized University/Institute	4 years
		Qualification for Functional MM / PS : Graduation in any discipline from recognized University/ Institute. And	
		Professional qualification: SAP certification from SAP in module for which applied	

<u>**Experience for SAP ABAP Webdynpro is defined as under:**</u>

Candidate should have minimum 4 years post-qualification experience in experience in SAP ABAP + webdynpro/ SAP portal development. (S)he should have experience in the following fields :

- SAP ABAP + Webdynpro / Portal development experience
- Min 2-3 end to end implementations/ support in SAP.
- Technical Skills **–** Proven capability of ABAP ALV-Reports, dictionary objects tables, view, data elements, domains, legacy system migration workbench (LSMW), BDC programs, ALE-IDOCs interfaces configuration/development/support, Adobe Interactive forms, smartforms, SAP-Scripts, HRFORMS , SAP-Query, User-Exits/Enhancement BADI, BAPI, Fiori Apps, Eclipse with SAP, applying OSS notes dialog/module-pool programming, RFC, transport management and Performance tuning of developed objects etc
- Should have developed custom FPM & Web Dynpro applications.
- ESS and MSS development skills are must using ABAP Web Dynpro.
- Enhancement experience in Web Dynpro ABAP application.
- Knowledge in MVC (Model View Controller) architecture and Hook Method.
- Should work with container UI elements, Layouts, Navigation,
- Component controller and context Mapping.
- Experience in different UIBB - List, Form.
- Should have created Test scripts, User Manuals and Configuration guides.
- Development of PDF forms and Configuration of Adobe Document Services (ADS) to display PDF on Portal
- Configuration of Universal Worklist (UWL)"
- Knowledge of S4/HANA desirable
- Integration using API with Mobile applications desirable

Experience for MM Consultant is defined as under:

- Must have completed at least two end-to-end implementations in different domains - Manufacture, Civil, Consultancy or any other Industry
- Support the current MM footprint
- Analyze and solve the SAP MM issues
- Conduct SAP MM process configuration
- Update and maintain all SAP MM functional documentation
- Analyze and scope end user authorization roles
- Conduct Unit tests, Integration tests and system Integration.
- Integration knowledge with FI-CO, PS, SD
- Must be proficient in handling Issues/support functions.
- Conducts user requirements gathering, blueprinting and documentation designs. Follow best practices and SAP functionality in system.
- Understanding key business requirements, preparing AS-IS and TO-BE documents and signing off with users to have business blueprint document.
- Experience in coordinating with development team
- Knowledge of S4HANA migration preferred.
- Experience in writing functional requirements / design document

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Experience for PS Consultant is defined as under:

- Must have completed at least two end-to-end implementations in different domains - Manufacture, Civil, Consultancy or any other Industry.
- Good configuration knowledge of PS structures: WBS, Network, Milestones, Cost Planning, Budgeting and Release, Material Requirement planning, Project quotation, Time sheets, Goods issues, and other project management activities in SAP PS.
- Experience on complete PS module cycle from project creation to settlement.
- Integration knowledge with FI-CO, MM, SD
- Must be proficient in handling Issues/support functions.
- Conducts user requirements gathering, blueprinting and documentation designs. Follow best practices and SAP functionality in system.
- Update and maintain all SAP PS functional documentation
- Analyze and scope end user authorization roles
- Conduct Unit tests, Integration tests and system Integration.
- Understanding key business requirements, preparing AS-IS and TO-BE documents and signing off with users to have business blueprint document.
- Knowledge of S4HANA migration preferred.

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*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 01.09.2020.

Note for Educational Qualification:

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.

Selection Process

The applications received shall be screened for eligibility. The candidates may be shortlisted for further selection process.

Depending on the number of candidates, the company reserves the right to conduct selection on the basis of written test AND/OR Interview.

Company also reserves the right to shortlist candidates for interview based upon the performance in the Written Test (if conducted), and fulfilling the conditions of eligibility.

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.	Categories for which identified	Functional Classification	Physical Requirements
1	Locomotor disability	BA, OA, OL, BH, MW, BL, OAL, BLA, BLOA	S, ST, BN, W, SE, MF, C, R, W & RW
	Visual Impairment	LV, B	
	Hearing Impairment	PD, FD	

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 three years, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

Selected candidates are liable to be posted anywhere in India as per company requirements

Remuneration

The selected candidates would be paid Basic pay and DA, fixed/variable allowances @ 21% of Basic Pay, HRA/Lease, Contribution to PF, and 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.

The approximate emoluments for the post of Manager and Assistant Manager are 13 LPA and 11 LPA respectively.

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	Rs. 600/- plus Taxes as applicable
EWS/ SC/ST/ PWD Candidates	Rs. 300/- plus Taxes as applicable

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:

1) 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.
2) Fee once paid shall not be refunded under any circumstances nor can the fee be held in reserve for any other examination or selection.
3) Persons with disabilities are given concession in the fee provided they are otherwise eligible for appointment. A PWD 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, https://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", click on "Make payment". The payment details show the amount to be paid to the bank based on your category.**
   Applications without successful fee payment shall be treated as incomplete and shall be summarily rejected.

6. A copy of this online **APPLICATION FORM** containing the registration number is to be printed, signed, and furnished through Email, along with **SELF-ATTESTED SCANNED COPIES** of the following documents 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. EWS/ SC/ST/OBC Certificate in the prescribed format by Govt. of India (if applicable)
e. Proof of Identity & Address (Passport, Voter ID, Driving License, 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).

**Application Form and all the above documents are to be e-mailed to the following email id*; within the date specified for the purpose:*

VC No / Post	Email id
07/20 Manager(SAP ABAP Webdynpro/BASIS)	**ritesrecruitment0720@gmail.com**
08/20 Manager (Network Engineer)	**ritesrecruitment0820@gmail.com**
09/20 Assistant Manager (SAP ABAP Webdynpro/MM/PS)	**ritesrecruitment0920@gmail.com**

While e-mailing the documents, following details are to be mentioned in the e-mail:
Name: (As mentioned in Application form)
RITES Registration No:

Documents sent to any other email id shall not be considered. RITES will not be responsible for bouncing of any e-mail.

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. Plea se 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. 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.

9. 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.

10. **Hard copies of documents are not to be sent to this office through post/ courier. Documents are to be sent through e-mail only.**

11. The candidates are also advised to keep a copy of Application Form with them and to carry the same at the time of the selection (if called).

12. **Candidates who have registered online but whose application along with aforesaid documents is not received on e-mail by the due date, their candidature may not be considered.** The company reserves the right to consider only such applications which are received along with documents by the prescribed date. RITES Ltd. does not bear any responsibility for any delay for any reason whatsoever.

13. 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).

14. 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.

15. 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.

16. Candidates should submit only single online application for one vacancy and details once submitted in the application form 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.

17. If any claim made by a candidate is found to be incorrect at any stage of selection process, his/her candidature shall be summarily rejected.

Venue & Time

Exact Date, time and details of venue of the selection shall be communicated to the shortlisted candidates and also will be uploaded on RITES website.

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 Air/ Train/Bus fare / 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 not covered in FAQs 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	Start date of online application	22.09.2020
2	Last date of online application	13.10.2020
3	Last date of submission of documents on e-mail	20.10.2020
4	Date of selection	To be notified later