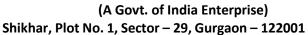
RITES LIMITED





Recruitment of Engineering Professionals on Contract Basis in IDA Pay scale / Lump-sum basis through Interview

RITES 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.

Important Dates	
Commencement of online application form submission	16.09.2025
Last date for Online Form Submission	08.10.2025
Issuance of Admit Card	10.10.2025
Interview Dates	13.10.2025 to 16.10.2025

For posting at various project sites in **GUJARAT**, RITES Ltd. is in urgent need of dynamic and hard-working professionals as under:

	No. of Vacancies						
VC No.	Post	UR	EWS	OBC (NCL)	SC	ST	Total
CP/20/25	QA/QC Expert	07	01	03	01	1	12
CP/21/25	Mechanical Engineer	01	-	-	1	ı	01
CP/22/25	Electrical Engineer	01	-	-	1	1	01
CP/23/25	Contract Management Expert	01	-	-	ı	1	01
CL/47/25	Assistant Civil Engineer	07	01	03	01	-	12

VC No	Maximum Age	Cut-off date for calculation of Age
CP/20/25 to CP/23/25 and CL/47/25	55	08.10.2025

Minimum Qualifications & Experience

VC No	Position	Minimum Qualification	Minimum Experience
		Bachelor's Degree in Civil Engineering	A minimum 12 years of experience is required out of which -
CP/20/25	QA/QC Expert	Preference is given to candidates who possess the Post Graduate degree	At least 07 years experience in quality control of Water / sewerage sector.
		in Civil Engineering with specialization in Environmental Engineering/Public Health Engineering or Equivalent.	Candidate should have handled at least 2 similar projects as QA/QC Engineer.
			Should be familiar with establishing Quality
			Assurance Programs in water supply/UGD project.
	Mechanical	Bachelor's Degree in Mechanical	A minimum 10 years of experience is required out of
CP/21/25	Engineer	Engineering	which - a minimum of 5 years of experience in the
	Eligilleel	ngmeer Engineering	infrastructure sector.

CP/22/25	Electrical Engineer	Bachelor's Degree in Electrical Engineering	A minimum 10 years of experience is required out of which - a minimum of 5 years of experience in the Infrastructure sector.
CP/23/25	Contract Management Expert	Bachelor's Degree in Civil Engineering Preference is given to candidates who possess M.E. Civil or M. Tech in construction project and management.	A minimum 10 years of experience is required out of which - Experience of contract administration including drafting tender documents, contracts, etc. for at least 3 years government water supply/STP/UGD projects. Knowledge of government Procurement guidelines is mandatory. Candidate should have in-depth knowledge and experience on various conditions of contract like item rates / percentage rate/EPC/PPP. Candidate should have also knowledge on preparation of prequalification documents, evaluation of prequalification applications, preparation of bid documents and bid evaluation.
CL/47/25	Assistant Civil Engineer	Bachelor's Degree in Civil Engineering	A minimum 08 years of experience is required out of which -At least 05 years experience related to Program/ Project management/TPI of WSS/STP/UGD.

Note: The period of training / internship / teaching / academic / fellowship / PhD research experience shall not be counted towards post qualification experience.

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 08.10.2025.

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.

The following relaxation in age shall be given, subject to production of required certificates:

- SC/ST Category: 5 years
- OBC-NCL Category: 3 years
- Persons with Benchmark Disabilities (PwBD): 10 Years; in addition to the age relaxation permissible for SC/ST/OBC-NCL category candidates, subject to the post being identified suitable for PWD as mentioned in the below table.

However, relaxation in upper age limit shall be applicable for PwBD candidates irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for PwBDs as per the below table.

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-

Civil:

Categories for which identified	Functional Classification	Physical Requirements
Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	S, ST, BN, W, SE, MF,
Hearing Impairment	ні	C, R, W & RW

Mech:

Categories for which identified	Functional Classification	Physical Requirements
Locomotor disability	· · · · · · · · · · · · · · · · · · ·	S, ST, BN, W, SE, MF, C, R, W & RW

Elect:

AAV

MD

Acid Attack Victims

Multiple Disabilities

Categories for which identified	Functional Classification	Physical Requirements
Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	S, ST, BN, W, SE, MF,
Hearing Impairment	НІ	C, R, W & RW

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 Classifications		Physical Requirements
Code	Classification	Code	Physical Requirements
ОН	Orthopedically Handicapped	S	Sitting
VH	Visually Handicapped	ST	Standing
НН	Hard of Hearing	W	Walking
OL	One leg	SE	Seeing
OA	One arm	Н	Hearing/ Speaking
BA	Both Arms	RW	Reading and Writing
3H	Both Hands	С	Communication
MW	Muscular Weakness	MF	Manipulation by fingers
DAL	One arm one leg	PP	Pulling & Pushing
BLA	Both Legs and Arms	L	Lifting
BLOA	Both Legs one Arm	KC	Kneeling & Crouching
_V	Low Vision	BN	Bending
В	Blind	M	Movement
PD	Partially Deaf	JU	Jumping
FD	Fully Deaf	CL	Climbing
BL	Both legs	CL	Climbing
)	Dwarfism		
СР	Cerebral Palsy		
LC	Leprosy Cured		

The above lists are subject to revision.

Selection Process

All candidates who successfully submitted their online application form shall be provisionally allowed to appear for Document Scrutiny/verification process wherein the eligibility of the candidates with respect to the post applied will be verified. Thereafter, the shortlisted/eligible candidates shall be allowed to appear for Interview. RITES Ltd. reserves the right to shortlist the number of candidates for selection out of eligible candidates.

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.

Based upon fulfilling the conditions of eligibility; candidates shall be shortlisted for Interview.

The candidates shall have to produce copies of educational qualification and experience claimed which shall be verified from the original documents at the appropriate stages and shall be subject to verification from the original source.

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. However, the services shall be terminated without notice or pay in lieu thereof in case of unsatisfactory performance or inappropriate conduct/misbehaviour/wrongdoing on the part of the employee or discontinuation of services by the client.

Selected candidates shall be liable for posting anywhere in India as per Company requirements.

Instant recruitment is being done for deployment of personnel at one of our clients' site in the state of Gujarat and as such, issuance of offer letter of engagement 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
CP/20/25 & CP/23/25	30,000 - 1,20,000	INR 8.7 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
- c. Medical facility.
- d. Accident/Death Insurance.
- e. Leave Encashment

As per company rules applicable to Contract employees.

For VC No. CL/47/25

Number of Minimum Work	Monthly Basic Pay for	Gross monthly Pay for	Yearly CTC for
Experience as per the	Degree Holders (INR)	Degree Holders (INR)	Degree Holders
advertisement			(INR)
8	27,869	50.721	6,08,658

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	IVII

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 process.
- 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 this online **APPLICATION FORM** containing the registration number is to be printed, signed, and retained. The same is to be submitted at the time of Scrutiny of Documents/Interview along with **SELF-ATTESTED PHOTO COPIES** of the following documents strictly in the following order.:
 - a. 1 recent passport size colour photograph
 - b. A copy of updated CV/Resume
 - c. High School certificate for proof of Date of Birth
 - d. 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)
 - 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: Documents are to be submitted while submitting online application.

- 8. In respect of claims made by you in your application with regard to experience, copies of experience certificates from your previous employer are to be submitted at the time document verification. 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 submitted. In case your claim is not established from the proofs submitted by you; your candidature is liable to be rejected at the time document scrutiny. Please check your claims vis-a-vis the certificates in support thereof establishing your candidature. Incomplete application or insufficient proof at the time of document verification would entail rejection of your candidature. No additional information other than those furnished in the Application shall be allowed to be considered 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 and must be for 2024-25 i.e. issued on or after 01.04.2024. As regards OBC NCL & EWS category candidates, candidates will be afforded opportunity of submission of the valid OBC NCL Certificate and EWS Certificate (as applicable) on the date of their joining, valid as on the crucial date i.e. the last date stipulated for submission of application in this Advertisement.
- 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.
- 14. 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.
- 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.
- 17. Candidate has to bring duly filled two copies of Annexure A, documents in chronological order and submit at the time of Document verification/Selection process.

Venue & Time

S. No.	Selection Round	Venue
1	Interview	1. RITES Ltd., Shikhar, Plot No. 1, Sector – 29, Near IFFCO Chowk Metro Station, Gurugram – 122001, Haryana 2. RITES LTD, Unit-404,4th Floor, Dwarkesh Business Hub, Visat-Tapovan Road, Motera, Ahmedabad, Gujarat-380005 3. Online through Video Conferencing (Candidates shall give preference for any one of the above-mentioned Interview locations at the time of submission of online application, however, the exact date of Interview and location shall be communicated at the time of issuance of admit card)

Ī										
		(After	submit	ting onlin	e ap	plication, ca	ndic	dates have	to downle	oad admit
		card	report	directly	for	appearing	in	selection	process	between
		09:30	AM to	11:30 AM)					

Interviews will be conducted from 13.10.2025 to 16.10.2025. Candidates can appear for Interview at allocated centre

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. Therefore, applicants are advised to keep checking the Company's website for any update.
- 7. Offer letter is not considered as proof of experience and candidate has to submit joining & relieving order / experience certificate for claiming the experience.
- 8. Legal jurisdiction will be Delhi in case of any dispute
- 9. No train/bus fare / TA / DA shall be payable.
- 10. Age, experience, and all other eligibility criteria shall be reckoned as on the last date of submission of application (cut-off date).
- 11. Date of acquiring the qualification will be earliest of the following:
 - i. Last day of month in which final examination of qualifying degree has been held. In cases where exact date of written examination is stated, the same will treated as date of acquiring the qualification
 - ii. Date of declaration of result
 - iii. Date of issuance of marksheet
 - iv. Date of issuance of degree

There shall be no relaxation on this account. No further relaxation shall be provided in this regard.

- 12. Where a specialization is required in the qualifying degree in the educational qualification, candidate is required to submit a certificate from the University/ Institution clearly specifying the specialization in the qualifying degree.
- 13. Link for Video conferencing will be shared separately to candidate's registered e-mail id to those who opt online as their interview venue.

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 cont.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.

Rites Limited Documents Submission Check-List

With reference to my application, I am submitting requisite Document(s) along with duly self-attested photocopies of my certificates as under (in chronological order):

photoc	opies of my certificates as under (in chronological order)		
S. No.	Documents name	Submitted (Y/N)	Remarks
01	10 th /High School certificate for proof of Date of Birth		
02	12 th Marksheet		
03	Diploma / Graduation Marksheets- All semesters		
04	Diploma / Graduation Certificate		
05	Post Graduation Marksheet All semesters		
06	Post Graduation Certificate (as applicable)		
07	PhD Marksheets & Certificate, if any		
08	Other Academic Qualification / Certification, please specify:		
09	List of Experience certificates submitted: 1 2 3 4 5 6 7.		
10	Last company relieving letter/ experience certificate, NOC (For Govt./PSU Employees)		
11	ADHAR Card		
12	PAN Card		
13	02 recent passport size colour photographs		
	•		•

I also certify that the above documents are authentic, valid and true to the best of my knowledge. If any of the above document(s) or any information contained therein is found to be false, my candidature/ employment may be summarily rejected/ cancelled.

Signature of candidate	
Name of candidate	
Date of Documents Submission	
Post Name	
VC No against which Documents Submission	

For official	use only	
e verified the above documents submitted by the ne of these) in order as per company requiremen	e candidate and found them to be / not to be (strike ot(s)	
ther remarks/ details of lack of documents:		
ture of officer accepting documents		
e of officer accepting documents		
nation of officer accepting documents		

Annexure I

FORM OF CASTE CERTIFICATE FOR SC/ST

I his is to certify that Shri"/ Srimati/ Kumari"
son/daughter* of
the State/Union Territory* belongs to the
Scheduled Tribe under:-
*The Constitution Scheduled Castes Order 1950.
*The Constitution Scheduled Tribes Order 1950.
*The Constitution (Scheduled Castes) (Union Territories) (Part C States) Order 1951;
*The Constitution (Scheduled Tribes) (Union Territories) (Part C States) Order 1951;
[As amended by the Scheduled Castes and Scheduled Tribes Lists (Modification Order 1956, the Bombay Re-organisation Act 1960, the Punjab Re-organisation Act 1966, the State of Himachal Pradesh Act 1970, the North Eastern Areas (Re-organisation) Act 1971 and the Scheduled Castes and Scheduled Tribes Orders, (Amendment) Act 1976]
The Constitution (Jammu and Kashmir) Scheduled Castes Orders, 1956
The Constitution (Andaman and Nicobar Islands) Scheduled Tribes Order, 1959 as amended by the Scheduled Castes and Scheduled *Tribes Orders (Amendment) Act, 1976
The Constitution (Dadra and Nagar Haveli) Scheduled Castes Order, 1962.
*The Constitution (Dadra and Nagar Haveli) Scheduled Tribes, Order, 1962
*The Constitution (Pondicherry) Scheduled Castes Orders, 1964
*The Constitution (Uttar Pradesh) Scheduled Tribes Order, 1967
*The Constitution (Goa, Daman and Diu) Scheduled Castes Order, 1968
*The Constitution (Goa, Daman and Diu) Scheduled Tribes Order, 1968
*The Constitution (Nagaland) Scheduled Tribes Order, 1970.
*The Constitution (Sikkim) Scheduled Castes Order, 1978
*The Constitution (Sikkim) Scheduled Tribes Order, 1978
*The Constitution (Jammu & Kashmir) Scheduled Tribes Order, 1989.
*The Constitution (SC) Orders (Amendment) Act, 1990
*The Constitution (ST) Orders (Amendment) Ordinance Act, 1991
*The Constitution (ST) Orders (Amendment) Ordinance Act, 1996
*The Constitution (Scheduled Castes) Orders (Amendment) Act, 2002
*The Constitution (Scheduled Castes) Orders (Second Amendment) Act, 2002.
*The Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 2002.
2. Applicable in the case of Scheduled Castes/Scheduled Tribes persons who have migrated from one State/Union Territory Administration.
This certificate is issued on the basis of the Scheduled Castes/ Scheduled Tribes Certificate issued to Shri / Srimati *
Scheduled Caste / Scheduled Tribe in the Station/ Union Territory* issued by thedated

3. Shri / Srimati / Kumari*ordinarily resides in Village / Town*of the State/ Ur	District / Division*
Place	Signature
Date	Designation
	(with seal of Office)
	State/ Union
Territory	
* Please delete the words which are not applic	cable.
@ Please quote the specific presidential order	r.
% Delete the Paragraph, which is not applicab	ple
• • • • • • • • • • • • • • • • • • • •	nere will have the same meaning as in Section 1950.Officers competent to issue Caste/Tribe
Additional Deputy Commissioner / Deputy C Sub-Divisional Magistrate / Taluka Magistra	agistrate / Collector / Deputy Commissioner / Collector / 1st Class Stipendiary Magistrate / Ate / Executive Magistrate / Extra Assistant ate / Additional Chief Presidency Magistrate /

Presidency Magistrate. 3. Revenue Officers not below the rank of Tehsildar. 4. Sub-Divisional Officer of the area where the candidate and / or his / her family normally reside(s). 5. Certificates issued by Gazetteed Officers of the Central or of a State Government Countersigned by the District Magistrate concerned. 6. Administrator/ Secretary to

Administrator (Laccadive, Minicoy and Admindivi Islands).

DY. COMMISSIONER ETC.

OBC CERTIFICATE FORMAT

FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POST UNDER THE GOVERNMENT OF INDIA

This is to certify that Shri / Smt. / Kumari
Shri/Smt./Kum.* and /or his/her family ordinarily
reside(s) in the District / Division of the
State / Union Territory. This is also to certify that he/she
does not belong to the persons / sections (Creamy layer) mentioned in column 3 (of the
Schedule to the Government of India, Department of Personnel & Training OM No.
36012/22/93-Estt(SCT), dated 8.9.1993 and modified vide Government of India,
Department of Personnel and Training O.M.No.36033/1/2013-Estt. (Res) dated
27.05.2013 and 13.09.2017**.
Date:

(Seal)

- * The authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate as OBC.
- ** As amended from time to time.

Note: The term "Ordinarily" used here will have the same meaning as in Section 20 of the Representation of the People Act, 1950.

Annexure III

DECLARATION

Proforma for declaration to be submitted by Other Backward Class
Candidates at the time of document verification, who had applied for the pos
against VC No.

"I, son/daughter of
Shri resident of Village/Town/City
, district State
hereby declare that I belong to the
(indicate your sub caste) community which is recognized as a backward class by the
Government of India for the purpose of reservation in services as per orders contained
in Department of Personnel and Training Office Memorandum No. 36012/22/93-
Estt.(SCT) dated 08.09.1993. It is also declared that I do not belong to
persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the above
referred Office Memorandum dated 08.03.1993 and its subsequent revision through
O.M.No.36033/1/2013-Estt. (Res) dated 27.05.2013 and 13.09.2017.
Place: Signature of the Candidate
Signature of the Candidate
Date: Name of the candidate