

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



Recruitment of Graduate Engineer Trainees (GETs) through GATE – 2020 & 2021 Score

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 need of dynamic and hard working professionals as under:

VC No.	Post	UR	EWS	OBC (NCL)	SC	ST	Total*
18/20	Graduate Engineer Trainee (Civil Engineering)	14	3	6	2	-	25**
19/20	Graduate Engineer Trainee (Mechanical Engineering)	7	2	4	2	-	15***
20/20	Graduate Engineer Trainee (Electrical Engineering)	2	1	2	2	1	8****

* Includes backlog vacancies; **2 posts reserved for PWD on horizontal basis;

2 posts reserved for PWD on horizontal basis; *1 post reserved for PWD on horizontal basis

Age Limit

Minimum Age	Maximum Age	Cut-off date for calculation of Age
21 years	30 years	01.07.2021

Educational Qualification

VC No	Post	Graduation Degree required for applying*
18/20	GET (Civil)	Full time BE/B.Tech/B.Sc (Engineering) degree in Civil Engineering
19/20	GET (Mechanical)	Full time BE/B.Tech/B.Sc (Engineering) Degree in Mechanical Engineering/ Production Engineering / Industrial Engineering / Automobile Engineering
20/20	GET (Electrical)	Full time BE/B.Tech/B.Sc (Engineering) degree in Electrical Engineering/ Electrical & Electronics Engineering

*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 Educational 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.

Final Year/Semester students are also eligible, provided they have obtained minimum 60% marks for General/ EWS (50% for SC/ST/OBC candidates against reserved posts) or equivalent CGPA in aggregate of all

semesters/years up to pre-final examination and would be qualifying the laid down Educational Qualification with requisite marks.

Note for Educational Qualification:

The candidate should possess full time Degree approved by UGC/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, shall also be accepted.

Relaxations & Concessions

Reservation/ relaxation/ concessions to EWS/ SC/ST/OBC (NCL)/PWD/ Ex-SM/ J&K Domicile would be provided 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.

RITES regular/ contract employees fulfilling the educational qualification and experience criteria shall be given age relaxation of 5 years, over and above the upper age limit indicated above.

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	Graduate Engineer Trainee (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	
2	Graduate Engineer Trainee (Mechanical)	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	
3	Graduate Engineer Trainee (Electrical)	Locomotor disability	OA, OL, Leprosy Cured, Acid Attack Victims	
		Hearing Impairment	HH	

Functional Classification:

Code	Functions
OH	Orthopaedically 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	Dwarfism
CP	Cerebral Palsy
LC	Leprosy Cured
AAV	Acid Attack Victims
MD	Multiple Disabilities

Physical Requirements:

Code	Physical 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 are subject to revision.

Selection Process

Interested candidates fulfilling the eligibility criteria should have appeared for GATE – 2020 OR GATE – 2021 paper as under:

VC No.	Post	Corresponding GATE – 2020 OR GATE – 2021 paper	Corresponding GATE – 2020 OR GATE – 2021 Paper Code
18/20	GET (Civil)	Civil Engineering	CE
19/20	GET (Mechanical)	Mechanical Engineering	ME
20/20	GET (Electrical)	Electrical Engineering	EE

Candidates obtaining valid Marks (Normalised Marks out of 100) shall only be eligible for the next stage of selection. The Marks will be valid only if the candidate obtains more than or equal to the Qualifying Marks as fixed for **GATE – 2020 OR GATE – 2021** paper (as applicable).

Candidates should apply with **ONLY ONE** out of GATE – 2020 OR GATE – 2021 Marks. In case any candidate(s) applies using both GATE – 2020 & GATE – 2021 score, the higher score only will be considered for shortlisting for further selection process.

Candidates should note that only one score out of GATE – 2020 and GATE – 2021 shall be considered for shortlisting.

Qualified candidates shall be short-listed category-wise for Interview based on their Normalized Marks (Out of 100) in the corresponding paper of GATE – 2020 OR GATE – 2021. Due to prevalent pandemic situation, based on the requirement and discretion of RITES, selection process may be conducted online.

Candidates shortlisted for Interview shall be required to submit the documents as may be mentioned in the call letter.

Final merit list shall be prepared as per following weightage distribution:

GATE Marks (Out of 100)	-	75%
Interview	-	25%

Only those candidates shall be considered for empanelment who secure a minimum of 60% marks in Interview for General/ EWS (50% for SC/ST/OBC(NCL)/PWD against reserved posts). There shall be no qualifying marks required in aggregate.

The Offer of Appointment shall be issued to the suitable candidates in the order of category wise merit and based on requirement.

Please note that only GATE – 2020 and GATE – 2021 (Normalized Marks out of 100) is valid for this recruitment process. GATE score of 2019 or prior is not valid.

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

Selected candidates will be on training for a period of 2 Months. On completion of training period, the candidates will be engaged as Engineer in IDA pay – scale of Rs.40,000 – 1,40,000 on probation for a period of 2 years.

Selected candidates shall be liable for posting to any place in India as per requirements of the Company.

Candidates will be required to clear the screening test for confirmation of their services at the end of the probation period. Those who fail to qualify in the screening test, their probation period may be extended and further action taken in accordance with the policy of the Company.

Candidates may also note that no application of an employee would be forwarded for jobs outside until he/ she completes 2 years of service in the Company.

Remuneration

Candidates will be placed in the IDA pay scale of Rs.40,000-1,40,000 during the training period with starting basic pay of Rs.40,000/-. Candidates from Government Departments/ PSUs are eligible for protection of their Basic Pay in accordance with the policy of the Company depending upon merits of the case. Besides basic pay, they will be paid Dearness Allowance (DA) and House Rent Allowance (HRA) during the training period.

After successful completion of training period, candidates shall be engaged as Engineer in IDA pay – scale of Rs. 40,000-1,40,000, and would be paid Basic pay and DA, fixed/variable allowances as applicable in the scale, Performance Related Pay, Medical facilities, HRA/Lease accommodation, attractive superannuation package consisting of contribution to Provident Fund, Pension, Gratuity as per Gratuity Act, Post Retirement Medical Scheme. Other benefits would be as under:

- a) Leaves.
- b) Maternity Leave/ Paternity Leave

As per company rules applicable to

- c) Medical facility. Regular employees.
- d) Accident/Death Insurance.
- e) Leave Encashment.

The company provides term insurance and other insurance cover to its employees.

The approximate emoluments on engagement as Engineer shall be 12 LPA.

Service Agreement Bond

The selected candidates will be required to execute a service agreement bond to successfully complete the prescribed training period and thereafter serve the organization for at least three years. The amount of the bond is ₹ 1,00,000/- (GST additional as applicable) for General/ OBC(NCL) (₹ 50, 000/- (GST additional as applicable) SC/ST/PWD/ EWS). If candidates wish to resign from service during training period or within a period of 3 years after the training period, the above amount will have to be deposited.

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:

- 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) Fee once paid shall not be refunded under any circumstances nor can the fee be held in reserve for any other examination or selection.
- c) 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 alongwith 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 (if called).

5. After filling up the required details under the “Fill/ Modify Application Form”, click on “GATE Details” tab and enter the required details pertaining to GATE – 2020 or GATE – 2021 (as applicable).

RITES Ltd. does not take GATE marks from conducting authority. Only the marks/score/rank as entered by candidate(s) while applying online on RITES Recruitment Portal is considered. Candidate(s) are shortlisted for further round of selection based on GATE details as entered by candidates. Candidates who do not enter their GATE details, their candidature shall not be considered further.

After filling up the required details, 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. The **ORIGINAL TESTIMONIALS/DOCUMENTS ALONG WITH ONE SELF-ATTESTED COPY** of the following documents will have to be produced by the candidates at the time of interview 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 if applicable.(Only caste certificate for reservation for posts under Govt. of India is acceptable in RITES Ltd.)
 - 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 your application (if applicable)
 - h. Any other document in support of your candidature
 - i. PWD Certificate as per latest format (if applicable)
 - j. GATE Scorecard in original

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 employment in respect of claims made by you in your application and are to be produced by the candidates at the time of interview 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 (NCL)) 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 candidates are also advised to keep a copy of the Application Form with them and to carry the same at the time of the Interview (if called).
12. No application will be entertained after the expiry of last date of receipt of Online Application Form. RITES Ltd. does not bear any responsibility for any delay for any reason whatsoever.

13. Candidates working in Government Departments/ PSU are required to apply through proper channel. The candidates who apply directly would have to bring NOC from their employer at the time of Interview (if called) so as to consider their claims under technical resignation category.
14. 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.
15. Departmental Candidates of RITES are required to apply online and submit their hard copy through proper channel.
16. Candidates working in Government, Semi-Government Organization/Public Sector Undertakings and Autonomous Bodies should apply through proper channel or furnish "NO OBJECTION CERTIFICATE" at the time of Interview. However, in the event of inability in forwarding the application through proper channel/getting NOC from their parent department/employer, they may submit an undertaking at the time of Interview that they will produce proper relieving order from their organization, in case selected; otherwise they will not be allowed to join. In that case, their resignation will not be treated as a Technical Resignation and they will not be eligible for transfer of past service benefits including transfer of gratuity, leave encashment benefits, pay protection etc."
17. 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.
18. 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.
19. The candidates must submit all the details pertaining to his candidature viz. personal details, educational qualifications details, experience details, category etc. suppression in this regard, if any, detected on a future date shall render the candidature liable for forfeiture.
20. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

Venue & Time

Date, time and details of venue of the selection shall be communicated to shortlisted candidates.

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 / TA / DA shall be payable.

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 and online payment of fees	30.07.2021
2	Last date of submission of online application and online payment of fees	25.08.2021
3	Date of selection	To be notified later