

rites limited
(A Govt. of India Enterprise)
 Shikhar, Plot No. 1, Sector – 29, Gurgaon-122001



Recruitment of IT Professionals on contract basis in IDA Pay scale through interview via Online and Offline mode.

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 submission of online application and online payment of fees	03.09.2025
Last date for Online Form Submission	06.10.2025
Issuance of Admit Card	07.10.2025
Date of Interview	09.10.2025

RITES Ltd. is in urgent need of dynamic and hard-working professionals as under:

VC No.	Posts	No. of Vacancies					
		UR	EWS	OBC (NCL)	SC	ST	Total
CP/07-R1/25	Program Manager	1	-	-	-	-	1

Age Limit

Maximum Age	Cut-off date for calculation of Age
50 Years	As on the last date of online application i.e. 06.10.2025

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	Posts	Essential Educational Qualification	Minimum Post Qualification Experience in relevant filed
CP/07-R1/25	Program Manager	B.E/B. Tech in CS/IT or MCA	Minimum 16+ years of post- qualification professional experience Proven experience in managing complex product developments projects, preferably in a cloud-based

			environment (AWS, Azure, etc). • Understanding of API design and integration, microservices architecture, and data exchange protocols (e.g., REST, GraphQL, JSON, XML). • Familiarity with Agile development methodologies (Scrum, Kanban) and tools (e.g., Jira, Confluence). • Experience with DevOps practices and tools is a plus. • Having proven record of Innovations say, patents is a plus.
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Candidate belonging to General (and candidates belonging to EWS/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.

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 06.10.2025.

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.

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	BA, OA, OL, BH, MW, BL, OAL, BLA, BLOA	S, ST, BN, W, SE, MF, C, R, W & RW
Hearing Impairment	PD, FD	
Visual Impairment	LV, B	

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
OH	Orthopedically Handicapped	S	Sitting
VH	Visually Handicapped	ST	Standing
HH	Hard of Hearing	W	Walking
OL	One leg	SE	Seeing
OA	One arm	H	Hearing/ Speaking
BA	Both Arms	RW	Reading and Writing
BH	Both Hands	C	Communication
MW	Muscular Weakness	MF	Manipulation by fingers
OAL	One arm one leg	PP	Pulling & Pushing
BLA	Both Legs and Arms	L	Lifting
BLOA	Both Legs one Arm	KC	Kneeling & Crouching
LV	Low Vision	BN	Bending
B	Blind	M	Movement
PD	Partially Deaf	JU	Jumping
FD	Fully Deaf	CL	Climbing
BL	Both legs	CL	Climbing
D	Dwarfism		
CP	Cerebral Palsy		
LC	Leprosy Cured		
AAV	Acid Attack Victims		
MD	Multiple Disabilities		

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 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.

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.

Remuneration

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

VC No.	Pay Scale (Rs)	Approximate CTC
CP/07-R1/25	90,000-2,40,000	INR 27.5 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.

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:

Fee (INR)
600 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 from SC/ST/PWD category applying for posts not reserved for their category will also have to make payment of full fees at this stage during online application.
- b) The fee charged from the candidates belonging to SC / ST / PWD category during online application would be later refunded upon their participation in the further selection process of written exam / interview (as applicable). The refund amount will be made to such candidates only by way of crediting the amount to the source account / debit card / credit card etc., from which such candidate had paid the fee, duly deducting GST / bank charges (as applicable), after submission and scrutiny of their category certificate.
- c) 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.
- d) Candidates shall ensure that the invoice is generated upon successful payment of fee; and in case they are not able to download the invoice, it shall be candidates' responsibility to immediately communicate the same by writing an email to cont.rectt@rites.com with registration details.

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 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 along with **SELF-ATTESTED SCANNED COPIES** of the following documents strictly in the following

order. (for document scrutiny):

- a. 1 recent passport size colour 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. 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).

Note: Candidates are required to upload all relevant documents as part of their application and candidates who will submit online application will be provisionally eligible for document scrutiny. 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 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.
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 a time of Document verification/Selection process.**

Venue & Time

S. No.	Selection Round	VC No.	Venue
1	Interview	CP/07-R1/25	RITES Ltd., Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana Or Online Via Video Conferencing

Candidates can appear at any one of the Interview venues on the aforementioned date via Online or Offline mode.

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 is 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. 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. **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 be 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 VC will be shared to candidate's registered e-mail id.**

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 Checklist

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):

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	01 recent passport size colour photograph		

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 _____

I have verified the above documents submitted by the candidate and found **them to be / not to be** (strike out one of these) in order as per company requirement(s)

Any other remarks/ details of lack of documents:	
Signature of officer accepting documents	
Name of officer accepting documents	
Designation of officer accepting documents	
Date	