

MITES 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

MITES 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.

For posting at various project sites in **Delhi NCR/Gurgaon**, MITES 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
CP/24/25	Chief Design Expert/Civil	1	-	-	-	-	1
CP/25/25	R&R Social Expert	1	-	-	-	-	1
CP/26/25	Environmental Expert	1	-	-	-	-	1
CP/27/25	Sr. Design Expert-Civil	2	-	-	-	-	2
CP/28/25	Sr. Resident Engineer/ General Electrification	1	-	-	-	-	1
CP/29/25	Sr. Resident Engineer/Civil	1	-	-	-	-	1
CP/30/25	Sr. Contract Expert	1	-	-	-	-	1
CL/48/25	Assistant Safety and Health Expert	1	-	-	-	-	1

Age Limit

Maximum Age	Cut-off date for calculation of Age
55 Years	As on the last date of online application i.e. 16.10.2025

Minimum Qualifications & Experience

Candidates must ensure that they meet Educational Qualification, Total Post-Qualification Work Experience and Relevant Experience criteria as stated in the table below. Candidates not satisfying the stated criteria will be disqualified on the day of interview.

VC No.	Title Id /Position	No. of Post	Minimum Post Qualification/ relevant experience	Minimum Qualification
CP/24/25	Chief Design Expert / Civil	1	For Bachelor's Degree holders- 12 years For Post Graduate Degree holders – 10 years	Bachelor's Degree in Civil Engineering or equivalent OR Post Graduate Degree in Structural Engineering or equivalent
Relevant Experience (post essential professional qualification): At least 8 years (for Bachelor's Degree holders) & 6 years (for Post Graduate Degree holders) of experience of design involving Railway Embankment, bridges, tunnels, station buildings, earth retaining structures etc in railway infrastructure projects or any eligible work with Project Management Consultant or General Consultant or Construction Agency.				
CP/25/25	R&R / Social Expert	1	For Bachelor's Degree holders- 12 years For Post-Graduate Degree holders- 10 years	Bachelor's Degree in Social Sciences or related fields OR Post Graduate Degree in Social Sciences or equivalent Preferable: Along with Bachelor's/Post-Graduate Degree, candidates having Certification in Social Science Programmes shall be preferred.
Relevant Experience (post essential professional qualification): At least 7 years of experience in preparation of social impact assessment, planning/ implementation of resettlement and rehabilitation activities under infrastructure development projects. Should have knowledge of implementation of resettlement and rehabilitation programmes as per the provisions of Right to Fair Compensation and Transparency in Land Acquisitions, Rehabilitation and Resettlement Act, 2013 through periodic monitoring. Also, should possess knowledge of national and State guidelines, policies, and Acts on land acquisition, rehabilitation and resettlement. Experience in monitoring of social safeguards requirements and implementation of gender action plans under bilateral donor agencies or multi-lateral development banks funded infrastructure projects; preferably familiar with AIIB social safeguards requirements. Should have ability to communicate and work effectively with local communities, contractors and concerned government agencies. Those having experience in Metro /Railway Projects will be preferred. Preference will be given to those having experience of MDB financed projects.				
CP/26/25	Environmental Expert	1	For Bachelor's Degree holders- 07 years For Master's Degree holders- 05 years	Bachelor's Degree in Environment Engineering/ Environment Management or equivalent OR Post Graduate Degree in Environment Engineering or equivalent

Relevant Experience (post essential professional qualification): At least 5 years (for Bachelor's Degree holders) & 3 years (for Master's Degree holders) of experience in environmental management & monitoring in Railway /Highway infrastructure projects or of any eligible works. Preference will be given to those having experience of MDB financed projects.				
CP/27/25	Senior Design Expert / Civil	2	For Bachelor's Degree holders- 07 years For Post Graduate Degree holders- 05 years	Bachelor's Degree in Civil Engineering or equivalent OR Post Graduate Degree in Structural Engineering (Civil) or equivalent
Relevant Experience (post essential professional qualification): At least 5 years (for Degree holders) and 03 years (for Post Graduate Degree holders) experience of design involving Railway Formation, bridges, tunnels, station buildings, earth retaining structures etc in railway infrastructure projects or any eligible work.				
CP/28/25	Senior Resident Engineer / General Electrification	1	For Bachelor's Degree holders- 07 years For Diploma holders- 10 years	Bachelor's Degree in Electronics/ Electrical Engineering or a combination of any sub stream of basic streams of Electrical/ Electronics Engineering or equivalent OR Diploma in Electrical/ Electronics Engineering or a combination of any sub stream of basic streams of Electrical/ Electronics Engineering or equivalent.
Relevant Experience (post essential professional qualification): At least 4 years (for Degree holders) & 6 years (for Diploma holders) experience of General Electrical Services in railway electrification projects.				
CP/29/25	Senior Resident Engineer/Civil	1	For Bachelor's Degree holders- 07 years For Diploma holders- 10 years	Bachelor's Degree in Civil Engineering from a recognized institution or equivalent. OR Diploma in Civil Engineering from a recognised institution or equivalent.
Relevant Experience (post essential professional qualification): At least 4 years (for Degree holders) & 6 years (for Diploma holders) experience of construction/ supervision of railway Infrastructure projects involving earthworks, bridges, station buildings etc. Preference will be given to person having experience in DFCC/RVNL Projects.				

CP/30/25	Senior Contract Expert	1	For Degree holders- 07 years For Diploma holders- 10 years	Bachelor's Degree in Civil Engineering or equivalent OR Diploma in Civil Engineering or equivalent Preferable: Along with Degree/Diploma, candidates having Certification in Project Management / Construction Management from a recognized institution shall be preferred.
Relevant Experience (post essential professional qualification): At least 4 years (for Degree holders) & 6 years (for Diploma holders) experience of preparation of procurement strategy, tender documents, bid process management, managing contracts of Railway infrastructure projects or of eligible works.				
CL/48/25	Assistant Safety and Health Expert	1	04 years	Diploma in any branch of Engineering Preferable: 1. Certification Course on Safety for Infrastructure/ Construction Projects and 2. Persons having experience in Railway Projects may be preferred.
Relevant Experience (post essential professional qualification): At least 2 years experience in supervision of safety works in infrastructure projects.				

"Eligible Works" wherever mentioned shall mean: Consultancy work as "Project Management Consultant/ General Consultant" for a new railway line or gauge conversion of a railway line or doubling / tripling / quadrupling of a railway line or modern rail-based mass rapid transit system excluding LRT/ TRAM/ Monorail Systems."

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 16.10.2025.

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	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 applications received shall be screened for eligibility. The candidates may be shortlisted for selection. The company reserves the right to shortlist the number of candidates for selection out of eligible candidates. Due to prevalent pandemic situation, based on the requirement and discretion of RITES, 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.

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 a contract basis initially for a period of one year, extendable until completion of the assignment subject to mutual consent and satisfactory performance.

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, 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 mentioned in the advertisement are detailed below:

VC No.	Post	Pay Scale	Approximate CTC
CP/24/25	Chief Design Expert / Civil	70000-200000	INR 19.64 Lacs
CP/25/25	R&R / Social Expert	70000-200000	INR 19.64 Lacs
CP/26/25	Environmental Expert	60000-180000	INR 16.85 Lacs
CP/27/25	Senior Design Expert / Civil	40000-140000	INR 11.38 Lacs
CP/28/25	Senior – Resident Engineer / General Electrification	40000-140000	INR 11.38 Lacs

CP/29/25	Senior Resident Engineer/Civil	40000-140000	INR 11.38 Lacs
CP/30/25	Senior Contract Expert	40000-140000	INR 11.38 Lacs

For VC.No. CL/48/25 (Assistant Safety and Health Expert)

Number of Minimum Work Experience	Monthly Basic Pay for Degree Holders	Yearly CTC for Degree Holders	Monthly Basic Pay for Diploma Holders	Yearly CTC for Diploma Holders
0	22000	480480	15400	336336
1	22660	494894	15862	346426
2	23340	509741	16338	356819
3	24040	525033	16828	367523
4	24761	540784	17333	378549
5	25504	557008	17853	389906
6	26269	573718	18388	401603
7	27057	590930	18940	413651
8	27869	608658	19508	426060
9	28705	626917	20094	438842
10	29566	645725	20696	452007
11	30453	665097	21317	465568
12	31367	685050	21957	479535
13	32308	705601	22615	493921
14	33277	726769	23294	508738
15	34275	748572	23993	524001
16	35304	771029	24712	539721

For remuneration on Lump-sum basis, the basic remuneration will be increased at the rate of 3% for each year of additional post-qualification work experience above the minimum required post-qualification work experience.

The 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.
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 PHOTOCOPIES** of the following documents strictly in the following order:
 - a. One copy of Resume/CV
 - b. 1 recent passport size colour photograph
 - 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).

No documents are to be submitted at present. Candidates may be asked to submit relevant documents at a later stage if so required.

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. Candidates who have registered online but whose application 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 fulfil 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.

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	Venue
1	Interview	RITES Limited, Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Near IFFCO chowk Metro Station, Sector 29, Gurugram, 122001, Haryana

Walk- in Interviews will be conducted from 08.10.2025 to 17.10.2025 on first come first served basis.

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. 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 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.

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 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.

Important Dates		
S. No.	Particular	Date
1	Commencement of submission of online application	07.10.2025
2	Last date of submission of online application	16.10.2025
3	Venue & Date of Walk-in-Interview: - Shikhar, Plot 1, Leisure Valley, RITES Bhawan, Sector 29, Gurugram, 122001, Haryana (Candidates have to report directly for appearing in selection process at above mentioned venue between 09:30 AM to 11:30 AM)	Walk-in Interviews will be conducted from 08.10.2025 to 17.10.2025.

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	Copy of Bank Account Passbook/Statement		
14	08 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

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	