

**IRCON INTERNATIONAL LIMITED**

(A Public Sector Undertaking under the Ministry of Railways)  
 Regd. Office: C-4, District Centre, Saket, New Delhi-110 017 (India)  
 Tel.: +91-11-29565666, Fax: +91-11-26854000,26522000  
 (CIN – L45203DL1976GOI008171)

**Advt. No – 07/2020****Recruitment for various posts in Civil, Electrical, Finance & Legal disciplines**

IRCON INTERNATIONAL LIMITED is a premier Schedule “A” infrastructure government company under the Ministry of Railways engaged in the construction of turnkey infrastructure projects in Railways, Highways, Buildings, Power sector, etc. The Company has recorded a turnover of more than 5200 crores in the year 2019-20. The Company has successfully completed large value Railway and Highway Projects over the years in India and abroad including Malaysia, Bangladesh, Algeria, Iraq, Jordan, Saudi Arabia, Indonesia, Turkey, Nepal, etc., and recently in Sri Lanka.

The Company invites applications for following **regular posts in Civil, Electrical, Finance and Legal disciplines** for which eligibility criteria and other details are tabulated below:

**A. Civil**

| Post & Scale of Pay  | Essential Qualification as on 31.12.2020  | Maximum age as on 31.12.2020* | Post qualification Experience criteria as on 31.12.2020   |
|--|---|-------------------------------|---|
| <b>Dy. General Manager/Civil - Highways (E-4)</b><br><br><b>Scale of Pay –</b><br>Rs. 70000–200000/- + allowances + PRP (IDA)<br><br><b>Total Posts: 2 UR</b>  | Full time Graduate degree in Civil Engineering with not less than 60% marks or equivalent grade from reputed Institute/ University approved by AICTE.<br><br>Candidates having full time ME/ M.Tech degree in in Civil Engineering field will be preferred. | <b>41 years</b>               | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 9 years and</b><br/>           Presently working in scale of Rs. 70000–200000 (IDA) / Level 11 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 60000-180000 (IDA) / Level 9 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 9 years</b></p> <p>Experience should be in the following:<br/>           - Widening &amp; strengthening of 2 lane to 4 lane or multilane highway/ expressway or construction of new highway project with flexible/rigid pavement.<br/>           - Major bridges- having pile foundation/well foundation with PSC Girder/Composite Girder/Steel Girder.</p>                     |
| <b>Dy. General Manager/Civil - Buildings (E-4)</b><br><br><b>Scale of Pay –</b><br>Rs. 70000–200000/- + allowances + PRP (IDA)<br><br><b>Total Posts: 2 UR</b> | Full time Graduate degree in Civil Engineering with not less than 60% marks or equivalent grade from reputed Institute/ University approved by AICTE.<br><br>Candidates having full time ME/ M.Tech degree in in Civil Engineering field will be preferred. | <b>41 years</b>               | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 9 years and</b><br/>           Presently working in scale of Rs. 70000–200000 (IDA) / Level 11 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 60000-180000 (IDA) / Level 9 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 9 years</b></p> <p>-Experience should be in construction/ supervision of Multi Storey Residential/ Commercial/Institutional buildings including Interior Finishing and External Façade, External development works and MEP services.<br/>           -ISO requirements for QMS, Costing &amp; Estimation of quantities from drawings, SHE requirement etc. at project sites.</p> |

|  |  |                        |   |
|--|--|------------------------|---|
| <p><b>Assistant Manager/<br/>Civil (E-1)</b></p> <p><b>Scale of Pay –</b><br/>Rs. 40000–140000/-<br/>+ allowances + PRP<br/>(IDA)</p> <p><b>Total Posts: 20 (UR-<br/>9, OBC-5, SC-3, ST-1,<br/>EWS- 2)</b></p> | <p>Full time Graduate degree in Civil Engineering with not less than 60% marks or equivalent grade from reputed Institute/ University approved by AICTE.</p> <p>Candidates having full time ME/ M.Tech degree in in Civil Engineering field will be preferred.</p> | <p><b>30 years</b></p> | <p><b>Total Experience- 1 year and</b></p> <p>Should have experience in construction related activities i.e. in Highways/ Railways/ Bridges (Road/Rail/Viaduct)/ Buildings (Multi Storey Residential/ Commercial/ Institutional/ Industrial), ISO requirements for QMS, Costing &amp; Estimation of quantities from drawings, SHE requirements etc. at project sites.</p> |
|--|--|------------------------|---|

### B. Electrical

| Post & Scale of Pay   | Essential Qualification as on 31.12.2020   | Maximum age as on 31.12.2020* | Post qualification Experience criteria as on 31.12.2020   |
|---|--|-------------------------------|---|
| <p><b>Joint General Manager/Electrical (E-5)</b></p> <p><b>Scale of Pay –</b><br/>Rs. 80000–220000/-<br/>+ allowances + PRP<br/>(IDA)</p> <p><b>Total Posts: 1 UR</b></p> | <p>Full Time Bachelor's degree in. Electrical Engineering from recognized Institute/University approved by AICTE with not less than 60% Marks or equivalent grade.</p> | <p><b>45 years</b></p>        | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 13 years and</b><br/>Presently working in scale of Rs. 80000–200000 (IDA) / Level 12 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 70000-200000 (IDA) / Level 11 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 13 years</b></p> <p>Experience should be in Electrical construction. Experience in Electrical construction works in Railways, Metro Rail and State Electricity Board (Power Transmission/Distribution sector) is preferable. Candidates should have hands-on experience in Computer.</p> |
| <p><b>Dy. General Manager/Electrical (E-4)</b></p> <p><b>Scale of Pay –</b><br/>Rs. 70000–200000/-<br/>+ allowances + PRP<br/>(IDA)</p> <p><b>Total Posts: 3 UR</b></p>   | <p>Full Time Bachelor's degree in. Electrical Engineering from recognized Institute/University approved by AICTE with not less than 60% Marks or equivalent grade.</p> | <p><b>41 years</b></p>        | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 9 years and</b><br/>Presently working in scale of Rs. 70000–200000 (IDA) / Level 11 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 60000-180000 (IDA) / Level 9 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 9 years</b></p> <p>Experience should be in Electrical construction.</p>  |

|   |  |                 |   |
|---|--|-----------------|---|
|   |  |                 | Experience in Electrical construction works in Railways, Metro Rail and State Electricity Board (Power Transmission/Distribution sector) is preferable. Candidates should have hands-on experience in Computer.   |
| <b>Assistant Manager/ Electrical (E-1)</b><br><br><b>Scale of Pay –</b><br>Rs. 40000–140000/-<br>+ allowances + PRP (IDA)<br><br><b>Total Posts: 6 (UR-5 OBC-1)</b> | Full Time Bachelor's degree in Electrical Engineering from recognized Institute/University approved by AICTE with not less than 60% Marks or equivalent grade. | <b>30 years</b> | <b>Total Experience- 1 year and</b><br><br>Experience should be in Electrical construction. Experience in Electrical construction works in Railways, Metro Rail and State Electricity Board (Power Transmission/Distribution sector) is preferable. Candidates should have hands-on experience in Computer. |

### C. Finance

| Post & Scale of Pay   | Essential Qualification as on 31.12.2020 | Maximum age as on 31.12.2020* | Post qualification Experience criteria as on 31.12.2020  |
|---|--|-------------------------------|--|
| <b>Joint General Manager/Finance (E-5)</b><br><br><b>Scale of Pay –</b><br>Rs. 80000–220000/-<br>+ allowances + PRP (IDA)<br><br><b>Total Posts: 2 UR</b> | CA/ICWA                                  | <b>45 years</b>               | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 13 years and</b><br/> Presently working in scale of Rs. 80000–220000 (IDA) / Level 12 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 70000-200000 (IDA) / Level 11 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 13 years</b></p> <p>Post qualification Experience in project accounts, preparation of financial statements as per Ind AS, budgeting, MIS, compliance to Direct &amp; Indirect Taxation, maintaining cash controls, payment to staff, purchasing, maintaining accounts payable, bills receivables and managing office administration, Project Estimation, Financial Modelling, Treasury &amp; Managing Cash Control, Internal Audits and arranging loans from Banks/Financial Institutions.</p> |

|   |                |                        |  |
|---|----------------|------------------------|--|
| <p><b>Manager/ Finance (E-3)</b></p> <p><b>Scale of Pay –</b><br/>Rs. 60000–180000/-<br/>+ allowances + PRP (IDA)</p> <p><b>Total Posts: 2 UR</b></p>           | <p>CA/ICWA</p> | <p><b>37 years</b></p> | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 5 years and</b><br/>Presently working in scale of Rs. 60000–180000 (IDA) / Level 9 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 50000-160000 (IDA) / Level 7 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 5 years</b></p> <p>Post qualification Experience in project accounts, preparation of financial statements as per Ind AS, budgeting, MIS, compliance to Direct &amp; Indirect Taxation, maintaining cash controls, payment to staff, purchasing, maintaining accounts payable, bills receivables and managing office administration, Project Estimation, Financial Modelling, Treasury &amp; Managing Cash Control.</p> |
| <p><b>Assistant Manager/ Finance (E-1)</b></p> <p><b>Scale of Pay –</b><br/>Rs. 40000–140000/-<br/>+ allowances + PRP (IDA)</p> <p><b>Total Posts: 3 UR</b></p> | <p>CA/ICWA</p> | <p><b>30 years</b></p> | <p><b>Total Experience- 1 year and</b></p> <p>Post qualification Experience in project accounts, preparation of financial statements as per Ind AS, budgeting, MIS, compliance to Direct &amp; Indirect Taxation, maintaining cash controls, payment to staff, purchasing, maintaining accounts payable, bills receivables and managing office administration, Project Estimation, Financial Modelling, Treasury &amp; Managing Cash Control.</p>  |

#### D. Legal

| Post & Scale of Pay   | Essential Qualification as on 31.12.2020  | Maximum age as on 31.12.2020* | Post qualification Experience criteria as on 31.12.2020  |
|---|---|-------------------------------|--|
| <p><b>Deputy Manager/ Legal (E-2)</b></p> <p><b>Scale of Pay –</b><br/>Rs.50000–160000/-<br/>+ allowances + PRP (IDA)</p> <p><b>Total Posts: 1 UR</b></p> | <p>Full Time LLB with not less than 60% marks from recognized Institute/ University</p> <p>Or</p> <p>LLB (5 years integrated full time degree) with not less than 60% marks</p> | <p><b>33 years</b></p>        | <p>➤ <b>If working in PSU/Central Govt./State Govt./Railways:</b></p> <p><b>Total Experience- 2 years and</b><br/>Presently working in scale of Rs. 50000–160000 (IDA) / Level 8 (CDA)</p> <p style="text-align: center;"><b>or</b></p> <p>working for 2 years in scale of Rs. 40000-140000 (IDA) / Level 7 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b></p> <p><b>Total Experience- 2 years</b></p> <p>Preferably having experience in handling all kind of litigations, arbitrations, service matters, drafting/finalizing &amp; vetting different type of documents like pleading, agreement, bond, undertaking affidavits etc.</p> <p>Computer proficiency would be an added advantage.</p> |

\*Age relaxations as per Govt. of India guidelines subject to fulfillment of the requisite qualification, pay & experience criteria etc.

\*\* Teaching/ Consultancy/ Freelancing experience shall not be treated as relevant experience.

**Medical Standards:** Candidates should be in sound health and free from color blindness. No relaxation in health standards will be allowed.

**Compensation Package:** Basic Pay, Variable DA (presently @18.4%), HRA(depending on place of posting i.e. 24%, 16% & 8% for X, Y & Z grade cities respectively)/ lease rent, Allowances @32% for project location and 30% for Corp. Office, Performance Related Pay (Variable-based on performance rating), Leave Encashment, Mobile phone expenses, Liberal Medical including indoor medical benefits for self and dependents, Employer's contribution towards EPF & Pension scheme, Gratuity, Welfare schemes and other Fringe benefits as per rules of the Company.

**Place of posting:** Anywhere in the Projects/Offices of the Company within India or abroad as per company's requirement from time to time

**Selection Process:** Suitable candidates (after initial screening) will be shortlisted for selection process comprising of Written Exam and/or Interview.

**Surety Bond:** Selected candidates will have to execute a bond of Rupees 3 lakhs to serve the company for at-least three years.

**A -:GENERAL INSTRUCTIONS:-**

1. The number of posts indicated above may vary based on further assessment of requirement. The company reserves the right to increase, decrease, cancel, restrict & modify the requirement at any point of time without assigning any reason therefor.
2. 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 difficulty in forwarding the application through proper channel/getting NOC from their parent department, 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 both cases, pay protection will be given.
3. All information submitted in the application will be verified with original documents at the time of interview. If any information provided by the candidate is found to be false or incorrect or not in conformity with the eligibility criteria, then his/her candidature is liable to be rejected/cancelled at any stage of the recruitment process
4. Candidates not in a position to join within a period of 3 months from the date of release of letter of posting need not apply.
5. Candidates for the above specified posts are required to make '**Application Fee Payment**' through Demand Draft as per the table below:

| UR/OBC    | SC/ST/EWS/PwD/Ex Serviceman |
|-----------|-----------------------------|
| Rs 1000/- | Nil                         |

**Demand Drafts should be drawn in favour of "IRCON INTERNATIONAL LIMITED" payable at NEW DELHI.** The name of candidate, post applied for, advertisement no. and date of birth should be clearly written on the back side of demand draft.

**B -: INSTRUCTIONS FOR APPLYING:-**

1. Before applying, candidates should ensure that they fulfill all the eligibility criteria mentioned in the advertisement.
2. Eligible candidates have to apply in prescribed format through off line mode only. It is advisable that the candidates have a valid e-mail id in order to facilitate faster communication.
3. Application neatly typed on A-4 size paper in the prescribed format should be sent to **Dy. General Manager/ HRM, IRCON INTERNATIONAL LIMITED, C-4, District Centre, Saket, New Delhi – 110 017** accompanied with the copy of following documents:
  - i. Matriculation certificate for DOB proof.
  - ii. All certificates and marksheets of Qualification (Graduation/Post Graduation/Professional) and other qualifications, if any.
  - iii. Experience certificates for previous organization and current organization clearly indicating the length and line of experience and pay scale as per eligibility conditions.

- iv. Preferably NOC/Forwarding of application through proper channel of the present organization. (Please refer clause A-2 of this Advertisement)
  - v. Community certificate/Ex-Serviceman certificate/J&K certificate (for age/fee relaxation), if applicable.
  - vi. Proof of Pay scale in their present organization, if applicable
  - vii. Valid ID proof (PAN/Driving License/Voter id card/Aadhar).
  - viii. Demand draft for the application fee if applicable as per clause A-5 above.
4. Application duly signed by candidate, with passport size photograph affixed & accompanied by copy of above said documents must be sent in a sealed envelope super scribing: **Application for regular post of .....**  
**vide Advt. No. 07/ 2020.**

**Note: Any application received without copy of complete documents/signature/photograph/DD (as applicable) will be rejected.**

5. Candidates should mention percentage in the fields where percentage is required. In case CGPA/OGPA/DGPA is mentioned in marksheets, following criteria may be applied:
- **In case where conversion into percentage is not provided by university/institutes:** "if university/institute do not have the provision for conversion of CGPA/OGPA/CPI/DGPA or letter grade into percentage than minimum 6 on 10-point scale will be considered as 60%. On any scale different from 10 point scale the score will be prorated accordingly.
  - **In case where conversion into percentage is provided by university/institutes:** Wherever CGPA/OGPA/CPI/DGPA or letter grade in degree is awarded, equivalent % of marks should be indicated in the online application as per norms adopted by concerned university/institute. A certificate to this effect may be obtained by the candidate from the university/institute, which shall be required to be produced at the time of verification.
6. **If the candidate belongs to OBC**, a caste certificate issued in the current financial year only by a competent authority as applicable for appointment to the services in Govt. of India in proper format will be accepted. Please note, that an OBC certificate issued in the current financial year only can be accepted as a current proof of your not belonging to "creamy layer" in the OBC.
7. In the application format, there is a column for **"Details of ERP/Computer Proficiency"**. In this particular column, candidates have to provide the details regarding their knowledge/proficiency in Computers or in ERP with details of any diploma/certifications in the same.
8. Before submitting the filled in application candidates should ensure that all the entries are properly filled and are correct. Only duly signed applications will be considered.
9. Any communication/corrigendum/notification related to any post of this advertisement will be uploaded on IRCON's website only.

|  |                   |
|--|-------------------|
| <b>Date of publication of advertisement in Employment News</b> | <b>09.01.2021</b> |
| <b>Last date of receipt of applications in IRCON's Office</b>  | <b>29.01.2021</b> |

| D.D. No. | DD Date | Name of issuing Bank & Branch | Amount |
|----------|---------|-------------------------------|--------|
|          |         |                               |        |

1. **Post Applied** for (in Block Letters) : \_\_\_\_\_ vide **Advt.No. 07/2020**

2. Name in full (In Block letters) : \_\_\_\_\_

3. Father's Name : \_\_\_\_\_

4. Date of Birth : \_\_\_\_\_

5. Community : \_\_\_\_\_

( SC/ ST/OBC/EWS/Ex-Serviceman/J&K domiciles)

6. Religion : \_\_\_\_\_

7. Whether Physically Challenged(PwD) : Yes/No.

8. Correspondence Address : \_\_\_\_\_

(In Block letters) \_\_\_\_\_

9. Contact no. & Fax no. \_\_\_\_\_

E-mail ID \_\_\_\_\_

Affix recent  
passport size  
photograph

10. Qualifications (Academic & Professional) : Matriculation, Intermediate, Engg. Degree/Professional Degree/ Diploma and others

| Exam Passed | Year of Passing | Name of the Instt./ University | Max. marks | Marks obtained | %age of marks |
|-------------|-----------------|--------------------------------|------------|----------------|---------------|
|             |                 |                                |            |                |               |
|             |                 |                                |            |                |               |
|             |                 |                                |            |                |               |

11. Post Qualification Experience Details :

| Post held | Scale of pay & its effective date | Name & address of the Employer | PERIOD    |         |                                   | Brief details of work handled (Attach separate sheet if necessary) |
|-----------|-----------------------------------|--------------------------------|-----------|---------|-----------------------------------|--|
|           |                                   |                                | From date | To date | Total Duration (in Yrs. & Months) |  |
|           |                                   |                                |           |         |                                   |  |
|           |                                   |                                |           |         |                                   |  |
|           |                                   |                                |           |         |                                   |  |

My total length of post qualification work experience is \_\_\_\_\_ years \_\_\_\_\_ months and my current pay scale is \_\_\_\_\_ since \_\_\_\_\_ as on 31.12.2020.

12. Details of Computer/ERP proficiency \_\_\_\_\_

13. List of Enclosures:

- 1.
- 2.
- 3.

Signature of the Candidate

**Verification**

I declare that the information furnished above by me is true to the best of my knowledge and belief and that nothing material has been concealed.

Place : \_\_\_\_\_

Date : \_\_\_\_\_

Signature of the Candidate  
(Name of candidate)