



**Advt. No – 06/2020**

**Recruitment for various posts in Human Resource Management discipline**

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 Human Resource discipline** for which eligibility criteria and other details are tabulated below:

Post & Scale of Pay	Essential Qualification as on 01.09.2020	Maximum age as on 01.09.2020*	Post qualification Experience criteria as on 01.09.2020
<b>Manager/HRM (E-3)</b>  <b>Scale of Pay –</b> Rs. 60000-180000/- + allowances + PRP (IDA)  <b>Total Posts: 01 UR</b>	2 Years full time post graduate degree / diploma in HR/Personnel/IR /PM & IR with not less than 60% marks from a recognized university/ institution.	<b>37 years</b>	<p>➤ <b>If working in PSU/ Government:</b> <b>Total Experience- 5 years and</b> Presently working in scale of Rs. 60000-180000 (IDA) / Level 9(CDA)  or 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> <b>Total Experience- 5 years</b></p> <p>Candidate should be well versed with Establishment and policy matters, IR related issues, pay &amp; allowances, Training &amp; Development, Labor Legislations, RTI matters, Disciplinary matters etc. He/She should be proficient in computer related skills preferably SAP-ERP.</p>
<b>Dy. Manager/HRM (E-2)</b>  <b>Scale of Pay –</b> Rs. 50000–160000/- + allowances + PRP (IDA)  <b>Total Posts: 02 UR</b>	2 Years full time post graduate degree / diploma in HR/Personnel/IR /PM & IR with not less than 60% marks from a recognized university/ institution.	<b>33 years</b>	<p>➤ <b>If working in PSU/ Government:</b> <b>Total Experience- 02 years and</b> Presently working in scale of Rs. 50000-160000 (IDA) / Level 7 (CDA)  Or Working for 2 years in scale of Rs. 40000- 140000 (IDA) / Level 6 (CDA)</p> <p>➤ <b>If working in Private Sector Organization or on consolidated pay in PSU/Govt. Organization:</b> <b>Total Experience- 02 years</b></p> <p>Candidate should be well versed with Establishment and policy matters, IR related issues, pay &amp; allowances, Training &amp; Development, Labor Legislations, RTI matters, Disciplinary matters etc. He/She should be proficient in computer related skills preferably SAP-ERP.</p>

<b>Assistant Manager/ HRM (E-1)</b>	2 Years full time post graduate degree / diploma in HR/Personnel/IR /PM & IR with not less than 60% marks from a recognized university/ institution.	<b>30 years</b>	Preferably having experience in Establishment and policy matters, IR related issues, pay & allowances, Training & Development, Labor Legislations, RTI matters, Disciplinary matters etc. He/She should be proficient in computer related skills preferably SAP-ERP.
<b>Scale of Pay –</b> Rs. 40000–140000/- + allowances + PRP (IDA)			
<b>Total Posts: 01 UR</b>			

**\*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, 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:-**

- 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.
- 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.
- 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
- 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.
- Suitability:** If selection panel finds any candidate suitable/fit for a lower post which is advertised in this advertisement, then he/she shall be selected on the lower post (irrespective of the actual post/vacancy to which candidate has applied) subject to the willingness of the candidate.
- 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/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 for candidates working in PSU/Govt, as applicable to them.
  - vii. Valid ID proof (PAN/Driving License/Voter id card/Aadhar).
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. 06 / 2020.**

**Note: Any application received without copy of complete documents/signature/photograph/DD (if 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 online 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.

**Important Dates:**

<b>Date of publication in Employment News</b>	17.10.2020
<b>Last date of receipt of hard copy of applications in Ircon's Office</b>	06.11.2020

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

1. **Post Applied** for (in Block Letters) : \_\_\_\_\_ vide **Advt.No. 06/2020**
2. Name in full (In Block letters) : \_\_\_\_\_
3. Father's Name : \_\_\_\_\_
4. Date of Birth : \_\_\_\_\_
5. Community : \_\_\_\_\_  
( SC/ ST/OBC/EWS/Ex-Serviceman)
6. Religion : \_\_\_\_\_
7. Whether Physically Challenged : Yes/No.
8. Correspondence Address : \_\_\_\_\_  
(In Block letters)
9. Contact no. & Fax no. \_\_\_\_\_  
E-mail ID \_\_\_\_\_

Affix latest  
passport size  
photograph

10. Qualifications (Academic & Professional) : Matriculation, Inter, 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 (for candidates working in PSU/Govt)	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)	

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

13. List of Enclosures:

- 1.
- 2.
- 3.
- 4.

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)