



Advt. No – 09/2024

Recruitment for the post of Assistant Manager/HRM on regular basis

IRCON INTERNATIONAL LIMITED is a Navratna Listed Central Public Sector Undertaking 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 10261 crores in the year 2022-23. 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, Srilanka etc.

The Company invites applications for the post of Assistant Manager/HRM for which eligibility criteria and other details are tabulated below:

Post & Scale of Pay	Essential Qualification as on 01.04.2024	Maximum age as on 01.04.2024 *	Post qualification Experience as on 01.04.2024**
Assistant Manager/ HRM (E-1) <u>Scale of Pay –</u> Rs. 40000–140000/- + allowances + PRP (IDA) <u>Total Posts:</u> 06 (02 UR, 02 OBC, 01 SC & 01 EWS)	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	30 years	Total experience: 1 year <ul style="list-style-type: none">• Candidate should have experience in HR related matters.• Preference will be given to the candidates having experience in any of the areas related to employee service matters like Recruitment, trainings, performance management, employee engagement, employee welfare matters, compliance, final settlements etc.• Computer proficiency would be an added advantage.

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

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

Medical Standards: Candidates should be in sound health and no relaxation in health standards will be allowed.

Compensation Package: Basic Pay, Variable DA (presently @43.7%), HRA(depending on place of posting i.e. 27%, 18% & 9% 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: Eligible candidates will be called for selection process comprising of Written Exam and/or Interview.

Surety Bond: Selected candidate 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/Document verification. 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 either working or not working as on cutoff date can apply if they full fill the prescribed eligibility criteria as mentioned above.
6. 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 favor 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.

7. Candidates should mention percentage in the fields where percentage is required without rounding off. Percentage obtained in essential qualification as mentioned in consolidated mark sheet issued by University/Institution will be considered. However, in case consolidated marksheet is not being issued by University/Institute, final percentage will be calculated by taking average of all semesters/years.

In case CGPA/OGPA/DGPA is mentioned in marksheets, following criteria may be applied:

1. 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.

2. 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.

8. If the candidate belongs to OBC category, a caste certificate issued by a Competent Authority as applicable for appointment to the services in Govt. of India in proper format as per **Annexure- A** will be accepted. **Please note that OBC certificate issued in current financial year only will be accepted as a current proof of your not belonging to "creamy layer" in the OBC category.**

B. If the applications received are more than 100, then the shortlisting criteria for the above mentioned posts will be done by giving weightages to various parameters as under:

- 1. Percentage of marks obtained in prescribed Educational Qualification (20% weightage):** The marks for this parameter on the basis of percentage obtained by candidates in prescribed EQ in advertisement may be allotted as under:

S No	Percentage of marks in Educational Qualification	Marks
1	Above 75%	20
2	Above 70% upto 75%	15
3	Above 65% upto 70%	10
4	60% & above upto 65%	5

- 2. No. of years of post-qualification experience over and above the minimum experience required (80% weightage):** The marks for this parameter on the basis of no. of years of post-qualification experience possessed by candidates may be allotted as under:

S No	No. of years of post-qualification experience	Marks
1	Above 5 Yrs	80
2	Above 4 yrs upto 5 yrs	70
3	Above 3 yrs upto 4 yrs	60
4	Above 2 yrs upto 3 yrs	50
5	1 yr & above upto 2 yrs	40

Based on the above formula, the score will be derived for each candidate out of 100 and on the basis of these scores, the candidates will be shortlisted and called for interview in order of merit in the ratio of 1:15. In case suitable candidates are not found, candidates lower down the list will be called in the same ratio for each vacancy remaining to be filled.

C -: 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 **Joint 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 Essential Qualification (Graduation/Post Graduation/Professional) for ascertaining eligibility of candidates 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 (If there).

- 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/PwD certificate (for age relaxation), if applicable.
 - vi. 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 Assistant Manager/HRM vide Advt. No. 09/2024.**
Note: Any application received without copy of complete documents/signature/photograph/Demand Draft (If applicable) will be rejected.
5. Before submitting the application, candidates should ensure that all the entries are properly filled and are correct. Only duly signed applications will be considered.

IMPORTANT DATES:

PARTICULARS	DATES
Date of publication of Advt. in Employment News.	20.04.2024
Last Date of receipt of applications along with all requisite documents in Ircon's Corporate Office	10.05.2024