Advt.No. - 121/2026

No. : 6/25/2026-PESB

भारत सरकार
Government of India
कार्मिक एवं प्रशिक्षण विभाग
Department of Personnel & Training
(लोक उद्यम चयन बोर्ड)
(Public Enterprises Selection Board)
***

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड़
Block No.14, C.G.O. Complex, Lodhi Road
नई दिल्ली / New Delhi– 110003
Dated : 20/11/2026

सी. पी. एस. ई. का नाम **NAME OF THE CPSE**	RITES Limited
पद का नाम **NAME OF THE POST**	Chairman & Managing Director
रिक्ति की तारीख **DATE OF VACANCY**	01.07.2027
सी. पी. एस. ई. की अनुसूची **SCHEDULE OF THE CPSE**	Schedule A
पद का वेतनमान **SCALE OF THE POST**	Rs. 200000 – 370000 (IDA)

I. COMPANY PROFILE

RITES Limited, a Navratna and Schedule 'A' Central Public Sector Enterprises under the Ministry of Railways, incorporated on April 26, 1974, is a multidisciplinary engineering and consultancy organization, providing a comprehensive range of services from concept to commissioning in all facets of transport infrastructure and related technologies. The company's market capitalization has placed it among the top 500 listed companies in India, a testament to the high-quality solutions and services it delivers, driven by its talented pool of professionals.

RITES is a leading player in the transport consultancy and engineering sector in India, providing diverse range of services under one roof. RITES is uniquely placed in terms of diversification of services and geographical reach in various sectors such as railways, highways, metros, tunnels, bridge, urban engineering, sustainability & green mobility, airports, ports, ropeway, institutional buildings, inland waterways, etc.

The company employed 1717 regular employees (1405 executives and 312 non-executives) as on 31.03.2026.

Its registered office is at New Delhi and corporate office is at Gurugram.

The authorized and paid-up capital of the company was Rs. 600 crores and paid-up capital was 480.60 crores as on 31.03.2026.

The shareholding of the Government of India in the company is 72.20%.

II. JOB DESCRIPTION AND RESPONSIBILITIES

The Chairman and Managing Director is the Chief Executive of the corporation and accountable to its Board of Directors and Government. He/She is responsible for the efficient functioning of the Corporation for achieving its corporate objectives and performance parameters.

III. ELIGIBILITY

1. AGE : On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		**Others**	
Minimum	**Maximum**	**Minimum**	**Maximum**
45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and not in a contractual/ad-hoc capacity – in one of the followings:-

(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);

(b) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;

(c) State Public Sector Enterprise (SPSE) where the annual turnover is ***Rs.5,000 crore or more;**

(d) Private Sector Company/ Joint Venture (JV) [50:50 JVs of Central Government/ State Governments and JVs of CPSEs with other CPSEs/ organisations (50:50 JVs)]/ National and State level Cooperative Federations (hereinafter as JVs/ Federations) whose annual turnover is ***Rs. 5,000 crore or more. In case of Private company, preference would be given to candidates from listed companies. The applicants from Private Company, JV and Federation will be arranged in order of annual turnover of these entities.**

(* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)

3. QUALIFICATION:

The applicant should be an Engineering Graduate or Chartered Accountant or Cost Accountant or Post Graduate or Graduate with MBA/ PGDIM from a recognized institute.

4. EXPERIENCE:

The applicant should possess cumulative experience/exposure for at least 5 years during the last 10 years in Finance or Business Development or Production or Operations or Marketing or Project Management in a large organization of repute.

Experience in Heavy & Medium Engineering / Railway sector is a desirable experience.

Or

The applicants should possess cumulative experience of at least 5 years in core HR/IR/Personnel Management along with at least 3 years cumulative experience during the last 10 years in Finance or Business Development or Production or Operations or Marketing or Project management in a large organization of repute.

Experience in Heavy & Medium Engineering / Railway sector is a desirable experience.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

(i) Rs. 8250-9250 (IDA) Pre 01/01/1992

(ii) Rs. 11500-13500 (IDA) Post 01/01/1992

(iii) Rs. 23750-28550 (IDA) Post 01/01/1997

(iv) Rs. 62000-80000 (IDA) Post 01/01/2007

(v) Rs. 150000-300000 (IDA) Post 01/01/2017(E9 Grade as per guidelines issued by DPE from time to time)

(vi) Rs. 22400-24500 (CDA) Pre-revised

(vii) Rs. 67000-79000 (CDA) Post 01/01/2006

(viii) Rs. 182200-224100 (Level 15) CDA

The minimum length of service required in the eligible scale will be one year for internal candidates and two years for others, as on the date of vacancy.

(b)

(i) **Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies, etc.** should be holding either a post of the level of Additional Secretary in Govt. of India or an equivalent post, carrying equivalent scale of pay, on substantive basis, on the date of application. The officer drawing the eligible pay scale merely on account of Non-Functional upgradation (NFU), Next Below Rule (NBR) basis without holding substantive post, shall not be eligible to apply to the post advertised by PESB.

(ii) **Applicants from Public Sector Bank/ Financial Institutions** should be at Board level for one year on the date of application.

(iii) **Applicants from the Armed forces of the Union** should be holding a post of the level of Lt. General in the Army or equivalent rank in Navy/Air Force on the date of application.

(c) **Applicants from State Public Sector Enterprises/ Private Companies/ JVs/ Federations** should be working at Board level position on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of

superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS

Applicants should submit their applications on-line through PESB website.

1. The applicants should submit their applications through proper channel as follows:

(a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.

(b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.

(c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry/Deptt.;

(d) Officers Below Board level posts in CPSE: through the concerned CPSE;

(e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(f) Applicants from JVs/Federations throug their Nodal Officer/Competent Authority.

(g) Applicants from Private Companies: directly to the PESB.

2. Applicants from Private Companies/ JVs/ Federations **must submit the following documents along with the application form:**

(a) Annual Reports of three financial years preceding the calendar year in which the post is advertised of the Organisation in which currently working **(please provide URL or attach/enclose copies);**

(b) Applicants of private company should provide documentary proof if the company is listed **(please provide URL or attach/enclose copies);**

(c) Evidence of working at Board level;

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant Jobs handled in the past with details.

3. (a). The cadre controlling authority/ competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, latest being issued vide OM No. 15(2)/2001- DPE (GM)-FTS-4199 dated 28.10.2025. The vigilance profile, in the 13 points proforma prescribed by CVC (issued vide CVC's circular number 10/09/24 dated 06.09.2024) should invariably be attached with the application form.

(b). In case of SPSEs/ JVs/ Federations, the Head of Organisation/ Competent Authority/ State Administrative Secretary/ Cadre Controlling Authority should forward the applications of only those applicants who are clear from vigilance angle. The vigilance profile in the 13 points proforma prescribed by CVC may be attached with application form.

VI. UNDERTAKING BY THE APPLICANT

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc:

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be

debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Companies/ JVs/ Federations

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS SHOULD

Fill up the **Application Form online only** against this Job Description on the website of PESB - https://pesb.gov.in/ and thereafter their nodal officer/competent authority should **forward it online** , as per procedure specified in para V(1);

Link for registration of nodal officers/ competent authorities is available on PESB website.

- **Total timeline for receipt of applications (complete in all respect) in PESB is 30 days from the date of uploading the Job Description on website of PESB.**
- **Last date for submission of online application by the applicant is by 03:00 PM on 11.12.2026**
- **Last date for nodal officers/ Head of the Organisation/ Competent Authority/ Administrative Secretary/ Cadre Controlling Authority in the case of all applicants except applicants of Private Company to forward online applications to PESB is by 05:00 PM on 21.12.2026**
- **No application shall be entertained under any circumstances after the stipulated date.**
- **Incomplete applications and applications not received online within the stipulated date shall be REJECTED.**
- **Applications forwarded to PESB in physical form or through e-mail shall be rejected**

VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.

IX. All communications are to be addressed to

Secretary,
Public Enterprises Selection Board, Public Enterprises Bhawan,
BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.