



IRCON INTERNATIONAL LIMITED
(A Public Sector Undertaking under the Ministry of Railways)
Regd. Office: C-4, District Centre, Saket, New Delhi-110 017
(India)
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(CIN - L45203DL1976GOI008171)



Web: www.ircon.org

Date: 11.02.2025

Advt. No - 03/2025

Recruitment for various posts in Civil discipline

IRCON INTERNATIONAL LIMITED is a listed Navratna 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 12387 crores in the year 2023-24. 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 following **regular posts in Civil discipline in various specializations for which eligibility criteria and other details are tabulated below:**

Post & Scale of Pay	Essential Qualification as on 01.02.2025	Maximum age as on 01.02.2025*	Minimum Post qualification Experience criteria as on 01.02.2025
A. Specialization Tunnel Design Manager/Civil-Tunnel Design (E-3) Rs. 60000-180000/- + allowances +PRP (IDA) No. of Posts: 02 (1 UR, 1 OBC) OR Deputy Manager/Civil-Tunnel Design (E-2) Scale of Pay - Rs. 50000-160000/- + allowances +PRP (IDA) No. of Posts: 02 UR	Full time Graduate degree in Civil Engineering with not less than 60% marks from reputed Institute/university approved by AICTE. Preferably having full time degree in ME/ M.Tech in Rock Engineering & Underground Structures/ Geo-Technical Engineering.	37 years for Manager & 33 years for Deputy Manager	For Manager/Civil-Tunnel Design
			➤ If working in PSU/Central/State Govt./Railways Organization then: Total Experience - 5 years and Presently working in pay scale of Rs. 60000-180000 (IDA)/ Level 9 (CDA) or working for 2 years in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA) ➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed: Total Experience- 5 years CTC- Presently drawing a total CTC of not less than 16 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document. ➤ If working in Private Sector Organization or on consolidated pay in PSU/Govt. organization: Total Experience- 5 years
			For Deputy Manager/Civil-Tunnel Design
			➤ If working in PSU/Central/State Govt./Railways Organization then: Total Experience - 2 years and Presently working in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA) Or Working for 2 years in pay scale of Rs. 40000-140000 (IDA)/ Level 6 (CDA) ➤ If working in Public Sector Bank/ Other

			<p>Government organization where CDA/IDA scale is not followed: Total Experience: 2 years</p> <p>CTC- Presently drawing a total CTC of not less than 12 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p> <p>➤ If working in Private Sector Organization or on consolidated pay in PSU/ Govt. organization:</p> <p>Total Experience: 2 years</p> <p style="text-align: center;">NATURE OF EXPERIENCE</p> <p>Candidate should have Design experience in the following areas:</p> <ol style="list-style-type: none"> 1. Tunnel, shafts and other similar underground structures for Rail and Road projects. Detailed tunnel design- by Conventional method, by NATM, by TBM as per relevant standards and specifications. Design of different type of tunneling in soft ground and hard rock. 2. Prior experience in successfully completing bids for Rail/Road Tunnel Projects involving project estimation and the preparation of cost estimates considering materials, labor, equipment and other expenses having tunnel, access tunnels/adits, junctions, cut and cover, portals and their slopes etc. Design of all associated works required to complete the tunnels in all respects. 3. The candidate should have proficiency with FEM and other numerical analysis software used by underground construction industry including but not limited to RS2, PLAXIS, MIDAS GTS, UNWEDGE, etc. 4. Having design experience of Tunnel Ventilation and fire protection system and understanding of Tunnel illumination and other Underground E&M systems.
<p><u>B. Specialization:</u> <u>Alignment Design</u></p> <p>Manager/Civil-Alignment Design (E-3)</p> <p>Scale of Pay - Rs. 60000-180000/- + allowances +PRP (IDA)</p> <p>No. of Posts:1UR</p> <p>OR</p> <p>Deputy Manager/Civil-</p>	<p>Full time Graduate degree in Civil Engineering with not less than 60% marks from reputed Institute/university approved by AICTE.</p> <p>Preferably having full time degree in ME/ M.Tech in Transportation Engineering.</p>	<p>37 years for Manager</p> <p style="text-align: center;">&</p> <p>33 years for Deputy</p>	<p style="text-align: center;">For Manager/Civil-Alignment Design</p> <p>➤ If working in PSU/Central/State Govt./Railways Organization, then:</p> <p>Total Experience- 5 years and</p> <p>Presently working in pay scale of Rs. 60000-180000 (IDA)/ Level 9 (CDA)</p> <p style="text-align: center;">or</p> <p>Working for 2 years in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA)</p> <p>➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed:</p> <p>Total Experience- 5 years</p> <p>CTC- Presently drawing a total CTC of not less than 16 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p> <p>➤ If working in Private Sector Organization or on consolidated pay in PSU/Govt. organization:</p> <p>Total Experience- 5 years</p> <p style="text-align: center;">For Deputy Manager/Civil-Alignment Design</p>

<p>Alignment Design (E-2)</p> <p>Scale of Pay – Rs. 50000–160000/- + allowances +PRP (IDA)</p> <p>No. of Posts: 01UR</p>		<p>Manager</p>	<p>➤ If working in PSU/Central/State Govt./Railways Organization then:</p> <p>Total Experience – 2 years and</p> <p>Presently working in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA)</p> <p style="text-align: center;">Or</p> <p>Working for 2 years in pay scale of Rs. 40000–140000 (IDA)/ Level 6 (CDA)</p> <p>➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed:</p> <p>Total Experience: 2 years</p> <p>CTC- Presently drawing a total CTC of not less than 12 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p> <p>➤ If working in Private Sector Organization or on consolidated pay in PSU/ Govt. organization:</p> <p>Total Experience: 2 years</p> <p style="text-align: center;">NATURE OF EXPERIENCE</p> <p>Candidate should have design experience in the following areas: Alignment Design of Rail/ Metro/ Highway Projects using Open Rail; Open Road/Power Rail Track/Civil 3D softwares. Knowledge of Horizontal and vertical alignment design, Preparation of Plan & profile and cross section drawings, Preparation of DTM by using various formats of ground survey data (by DGPS/ Total station, Auto/Digital Level, Lidar & Satellite imageries), and preparation of required reports for staking of approved alignment at site are essential requirements.</p>
<p>C. Specialization: Bridge Design</p> <p>Manager/Civil- Bridge Design (E-3)</p> <p>Scale of Pay – Rs. 60000-180000/- + allowances+ PRP (IDA)</p> <p>No. of Posts: 02 (1 UR, 1 SC)</p> <p>OR</p> <p>Deputy</p>	<p>Full time Graduate degree in Civil Engineering with not less than 60% marks from reputed Institute/university approved by AICTE.</p> <p>Preferably having full time degree in ME/ M.Tech in Structural Engineering.</p>	<p>37 years for Manager</p> <p style="text-align: center;">&</p> <p>33 years</p>	<p style="text-align: center;">For Manager/Civil- Bridge Design</p> <p>➤ If working in PSU/Central/State Govt./Railways Organization, then:</p> <p>Total Experience- 5 years and</p> <p>Presently working in pay scale of Rs. 60000-180000 (IDA)/ Level 9 (CDA)</p> <p style="text-align: center;">or</p> <p>Working for 2 years in pay scale of Rs. 50000–160000 (IDA)/ Level 7 (CDA)</p> <p>➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed:</p> <p>Total Experience- 5 years</p> <p>CTC- Presently drawing a total CTC of not less than 16 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p> <p>➤ If working in Private Sector Organization or on consolidated pay in PSU/Govt. organization:</p> <p>Total Experience- 5 years</p> <p style="text-align: center;">For Dy. Manager/Civil- Bridge Design</p>

<p>Manager/Civil- Bridge Design (E-2)</p> <p>Scale of Pay - Rs. 50000-160000/- + allowances +PRP (IDA)</p> <p>No. of Posts: 02 (1 OBC, 1 UR)</p>		<p>for DM</p>	<p>➤ If working in PSU/Central/State Govt./Railways Organization then:</p> <p>Total Experience - 2 years and</p> <p>Presently working in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA)</p> <p style="text-align: center;">Or</p> <p>Working for 2 years in pay scale of Rs. 40000-140000 (IDA)/ Level 6 (CDA)</p> <p>➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed:</p> <p>Total Experience: 2 years</p> <p>CTC- Presently drawing a total CTC of not less than 12 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p> <p>➤ If working in Private Sector Organization or on consolidated pay in PSU/ Govt. organization:</p> <p>Total Experience: 2 years</p> <p style="text-align: center;">NATURE OF EXPERIENCE</p> <p>The candidate should have experience in the following:</p> <ol style="list-style-type: none"> 1. Varied experience of working in the Design of Civil structures such as concrete/ steel/ prestressed bridges such as Segmental bridge, Extradosed Bridge, Spine and wing type, cable stayed, etc. including their substructures for Railways/ Metros/ Highways projects and should be conversant with functioning in a computerized environment. 2. Knowledge and working experience of design of launching schemes for viaducts, flyovers with superstructures comprising of steel structures, I-girders, Box girders, U girders and RCC spans for Rail and road bridges. 3. Experience in successfully completing bids for Rail/ Road Bridge projects involving project estimation and the preparation of cost estimates considering materials, labor, equipment and other expenses. 4. Candidate should be conversant with software like Staad Pro, MIDAS Civil, ETABS, SAFE, etc.
<p>D.Specialization Track Design</p> <p>Manager/Civil- Track Design (E-3)</p> <p>Scale of Pay - Rs. 60000- 180000/- + allowances +PRP (IDA)</p> <p>No. of Posts: 01 OBC</p> <p>Or</p>	<p>Full time Graduate degree in Civil Engineering with not less than 60% marks from reputed Institute/university approved by</p>	<p>37 years for Manager</p>	<p style="text-align: center;">For Manager/Civil- Track Design</p> <p>➤ If working in PSU/Central/State Govt./Railways Organization then:</p> <p>Total Experience- 5 years and</p> <p>Presently working in pay scale of Rs. 60000-180000 (IDA)/ Level 9 (CDA)</p> <p style="text-align: center;">or</p> <p>Working for 2 years in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA)</p> <p>➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed:</p> <p>Total Experience- 5 years</p> <p>CTC- Presently drawing a total CTC of not less than 16 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p>

<p>Deputy Manager/Civil-Track Design (E-2)</p> <p>Scale of Pay - Rs. 50000-160000/- + allowances +PRP (IDA)</p> <p>No. of Posts: 01 UR</p>	<p>AICTE.</p> <p>Preferably having full time degree in ME/ M.Tech in Transportation Engineering.</p>	<p>&</p> <p>33 years for DM</p>	<p>➤ If working in Private Sector Organization or on consolidated pay in PSU/Govt. organization: Total Experience- 5 years</p>
			<p>For Dy. Manager/Civil- Track Design</p>
			<p>➤ If working in PSU/Central/State Govt./Railways Organization then: Total Experience - 2 years and</p> <p>Presently working in pay scale of Rs. 50000-160000 (IDA)/ Level 7 (CDA)</p> <p style="text-align: center;">Or</p> <p>Working for 2 years in pay scale of Rs. 40000-140000 (IDA)/ Level 6 (CDA)</p>
			<p>➤ If working in Public Sector Bank/ Other Government organization where CDA/IDA scale is not followed: Total Experience: 2 years</p> <p>CTC- Presently drawing a total CTC of not less than 12 lacs per annum supported by Form 16/Earning Card/Salary Slip/Appraisal letter or any other suitable document.</p>
			<p>➤ If working in Private Sector Organization or on consolidated pay in PSU/ Govt. organization: Total Experience: 2 years</p>
			<p>NATURE OF EXPERIENCE</p>
			<p>The candidate should have experience in the following:</p> <ol style="list-style-type: none"> 1. Developing detailed track design plans for rail and transit projects, factoring in alignment, curvatures, elevation and grading. 2. Collaborate with multi-disciplinary teams to ensure track design aligns with overall projects goals and specifications. Conduct feasibility studies and analyses to optimize track layout for efficiency and safety. 3. Sound knowledge of track interfaces with other systems such as signaling, traction power, civils, etc. and the ability to communicate and integrate with the relevant designers to find holistic railway system solutions. 4. Ensure track and alignment designs adhere to industry standards, regulations and safety guidelines. Stay abreast of evolving industry practices and contribute to the development of internal standards. 5. Finalization of track components specifications, their costing and procurement. Assists in preparation of bid process and providing bid assistance to different types of clients. Switches and crossings exposure mandatory. 6. Knowledge of IRPWM (Indian Railway Permanent Way Manual), IRS (Indian Railway Standards) and/ (or) other international standards (AREMA- American Railway Engineering and Maintenance-of-way Association, FRA - Federal Rail Road Administration, DOT - Department of Transportation, British Standards) 7. Proficiency in Power Rail Track/ Open Rail design.

***Age relaxations as per Govt. of India guidelines subject to fulfillment of the requisite qualification, pay & experience criteria etc. Further, age relaxation to IRCON's departmental employees would also be applicable as per extant Recruitment Rules of IRCON.**

**** Teaching/ Training/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 @49.6%), HRA(depending on place of posting i.e. 27%, 18% & 9% for X, Y & Z grade cities respectively)/ lease rent, Allowances @35%, 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.

Selection Process: Eligible candidates will be called for selection process comprising of Written Exam and/or Interview.

Surety Bond: Selected candidates 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. Further, the number of vacancies as mentioned against each post for each specialization may also vary as deemed fit.
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. Only currently working candidates as on cutoff date will be considered for the above said post, if they possess essential qualification and post qualification experience 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:

For Executive posts i.e. Manager and Dy. Manager	
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.

7. Candidates should mention percentage in the fields where percentage is required without rounding off. Percentage obtained in Graduation 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.
8. 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 offline 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.

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 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 -: 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 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/PwD certificate (for age relaxation), if applicable.
 - vi. Proof of Pay scale/CTC as applicable in the eligibility criteria.
 - 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 <Post Name> vide Advt. No. 00/0000.**
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.	15.02.2025
Last Date of receipt of applications along with all requisite documents in Ircon's Corporate Office, New Delhi	07.03.2025



IRCON INTERNATIONAL LIMITED



(Application form for various posts in Civil discipline **on regular basis vide Advt. No. 03/ 2025**)

Post applied for: _____

1. **Name in full** (In Block letters) : _____

2. **Father's Name** : _____

3. **Date of Birth** (DD.MM.YYYY) : _____

4. **Gender** (Male/Female/Others) : _____

5. **Community** : _____
(UR /SC/ ST/OBC/EWS)

4. **PwD (Divyang) candidate:** Yes/No (Please attach certificate)

J&K Domicile (between 01/01/1980 to 31.12.1989): Yes/No

Ex-Serviceman: Yes/No (If yes please enclose certificate)

9. **Marital Status:** Married/Unmarried (If married, mention Spouse Name): _____

10. **Whether any working/worked employee of IRCON is in relationship/blood relation/nearly relation of applicant** -Yes/No (If Yes, please provide following details):

Name: _____ Designation: _____

Place of Posting: _____ Relationship: _____

Nature of Employment: Regular/Contractual/Service Contract/Deputation/Tenure (please tick).

11. **Religion:** _____

12. **Whether belong to Minority:** Yes / No

12. **Name of Present Organization:** _____

(Please tick)

Govt. (Central/State)

PSU

Auto. Bodies

Others

13. **Contact No.:** _____

E-mail ID: _____

14. **Correspondence Address:** _____

District: _____

State: _____

Pin code: _____

Country: _____

Please affix self-attested
passport size photo here.

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15. Qualifications (Academic & Professional):

Exam Passed	Year of Passing	Name of the Instt./ University	Max. marks	Marks obtained	Percentage of marks

16. Post Qualification Experience: (From latest to first)

Post held	Scale of Pay/CTC	Name & address of the Employer	P E R I O D			Brief detail of work handled (Attach separate sheet if necessary)
			From date	To date	Total Duration upto (in Yrs. & Months)	

My total length of post qualification work experience is ____ years ____ months and my current pay scale/CTC is _____ since _____ as on 01.02.2025.

17. Details of Computer/ERP proficiency: _____

18. List of Enclosures:

- 1.
- 2.
- 3.

**Signature of the Candidate
(Name of candidate)**

Declaration

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.

Date : _____
Place : _____

**Signature of the Candidate:
Name of candidate:**