

Regd.Office: Engineers India Bhavan, 1, Bhikaiji Cama Place, New Delhi-110 066

ENGINEERS INDIA LIMITED is a premier Engineering consultancy & contracting organization executing projects on Conventional & Lump-Sum Turnkey basis. The Company over 48 years has executed some of India's major projects in the refineries, petrochemicals, pipelines, offshore, metallurgy, infrastructure & fertilizer sectors. The Company has now embarked upon an expansion plan into sunrise sectors such as Nuclear, Solar, Water & Waste Management and is increasing its presence in over 13 countries world-wide. The Company is looking for young, energetic and ambitious Engineering Graduates and Post Graduates in HR discipline to join the company as **Management Trainees**.

The selected candidates shall undergo training of one year at any of its offices - Head Office - New Delhi, R&D Centre- Gurgaon, Regional Offices at Chennai/ Vadodara/ Kolkata, Branch Office at Mumbai, Inspection Offices or Project Sites etc. in India. Thereafter, posting can be at any of these offices in India and abroad.

During the one year training period, the monthly emoluments shall be **Rs.35,000/- (Rupees Thirty Five Thousand) + Accommodation & Transport** or Rs.5,000/- (Rupees Five Thousand) if accommodation & transport is not provided; during the training period, other benefits like Medical will be provided to the Trainee as per Company policy applicable from time to time.

On successful completion of training, the Management Trainees will be considered for absorption in the regular pay scale of **Rs.24900-50500**. They shall thereafter be on probation for a period of one year. Upon absorption, besides Basic Pay, the employee is entitled to Dearness Allowance (DA), HRA, Allowances at 50% of Basic Pay (under cafeteria approach) and Retiral Benefits upto 30% of Basic Pay and DA (including Contributory Provident Fund, Gratuity and Superannuation Benefits) as per Company's policy applicable from time to time. In addition to this, Performance Related Pay (PRP) is also paid as per Company's policy. Upon absorption, CTC would be approx. Rs 10.5 Lakhs per annum.

A. DETAILS OF POSITIONS AND MINIMUM MANDATORY REQUIREMENTS:

Sl. No	Position	Qualification	Discipline	Reqt.	Minimum percentage/ CGPA of Marks	Maximum Age as on 01.07.2013 (in years)
1.	Management Trainee (Engineering)	Full time Engineering Degree course -B.E. / B.Tech./ B.Sc (Engg) in minimum qualifying period	Mechanical	14	65 percent OR CGPA of 7.0/ 6.0/ 5.3/ 4.6/ 4.0/ 3.3/ 2.5 on a scale of 10/ 9/ 8/ 7/ 6/ 5/ 4 respectively	General – 25 yrs SC/ ST – 30 yrs OBC (Non creamy layer) – 28 yrs PWD (General) – 30 yrs PWD (OBC-NCL) – 33 yrs PWD (SC/ ST) – 35 yrs
			Civil	7		
			Electrical	5		
			Chemical	12		
2.	Management Trainee (HR)	Full time MBA/MSW/ Equivalent PG course in minimum qualifying period	HR	8		

Note:

- All qualifications should be from Indian University/ Institute recognized by AICTE/UGC/ appropriate statutory authority.
- Percentage of marks/CGPA should be aggregate of all Semesters/Academic years of the qualifying course.
- Students passed out in the year 2012 or 2013 shall be eligible to apply. Students awaiting final year results are also eligible to apply. However, they should have scored minimum percentage of marks, as specified in the eligibility criteria above, till last results declared.
- The number of vacancies is approximate.
- Reservation of posts for SC/ST/OBC (non creamy layer)/PWD candidates will be as per Presidential directives.

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- The OBC candidates who belong to “Creamy Layer” are not entitled for concession admissible to OBC-NCL candidates and such candidates will have to indicate their category as General. For OBC-NCL candidates, candidates whose caste is included in **Central List of OBC**, as given on National Commission on Backward Classes website, will be considered.
- 3% of the identified vacancies will be reserved for PWD (with degree of disability 40% or above).
- Any request for change in Category (General/SC/ST/OBC-NCL/ PWD), once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.
- Upper age limit is relaxable for children / family members of those who died in the year 1984 riots, subject to production of certificate from the competent authority.

B. SELECTION PROCEDURE

The selection methodology will comprise of Written Test and Interview. The candidates short-listed in the written test shall only be eligible to appear for interview.

i) Written Test:

Eligible candidates will be required to appear for an objective type written test at any one of the test centres. The test will comprise of two sections - *Technical section* comprising of 100 questions related to qualifying degree for the position and *General Aptitude section* comprising of 50 questions covering Quantitative Aptitude, General Awareness, Reasoning and English Language. The duration of test will be two hours. Each question shall carry 1 mark and 1/4th mark will be deducted for every wrong answer. The test will be in English language.

The written test is tentatively scheduled to be conducted in **1st week of October, 2013**. Exact schedule of written test will be displayed on EIL website (‘Careers’ page) in due course. Only outstation candidates belonging to SC/ ST/ PWD (degree of disability 40% or above) will be paid Second Class to & fro rail fare by the shortest route for appearing in the written test. SC/ST/PWD candidates are advised to choose the nearest centre to their place of stay, as per the mailing address mentioned in their online application. However, if a SC/ST/PWD candidate prefers to take the test at any other centre, he/she may do so, but the fare reimbursement will be limited to the fare admissible between the mailing address

and the nearest test centre. **Change in allotted test centre will not be allowed at any stage of the recruitment process.**

The Code list for the cities where written test will be conducted is as mentioned below:

Sl. No.	Centre	Centre Code	Sl. No.	Centre	Centre Code
1	Bengaluru	20	9	Jaipur	28
2	Bhopal	21	10	Kolkata	29
3	Bhubaneswar	22	11	Lucknow	30
4	Chandigarh	23	12	Mumbai	31
5	Chennai	24	13	Nagpur	32
6	Kochi	25	14	Ranchi	33
7	Delhi	26	15	Secunderabad	34
8	Guwahati	27	16	Vadodara	35

ii) Interview:

Candidates short listed on the basis of their performance in the written test will be required to appear for an interview and the intimation for interview will be given to the candidates through e-mail. All such candidates will be paid to & fro second class rail fare by the shortest route from the mailing address, as mentioned in the application, to the interview centre.

Candidates must secure minimum qualifying marks separately in the written test, and also in the personal interview to be eligible to be considered for further selection.

Note:

All the candidates are requested to remain updated at each step of the selection process by visiting our website www.engineersindia.com. **All queries pertaining to recruitment, including selection process, may be addressed to our Recruitment Team through rectt-1314-04@eil.co.in**. Candidates are also requested to visit FAQ Section on our website with respect to this recruitment drive.

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C. STEPS FOR APPLYING:

Candidates are requested to read the complete instruction hereunder before applying. Eligible candidates need to apply through EIL website www.engineersindia.com. No other mean/ mode of application will be accepted. It may be noted that No Agency/ Individual is hired by EIL for the process of registration for the Written test. Before initiating the registration process, the candidates should go through important details mentioned in Frequently Asked Questions (FAQ) section given in the application page.

STEP 1:

- i. Login to www.engineersindia.com.
- ii. Go to "View Current Openings" section on "Careers" page of EIL Website.
- iii. Go to "Recruitment of Management Trainees" section
- iv. Select Post to Apply
- v. Click on "Basic Registration Details" for initial registration and fill the Online form with all the relevant details. On successful submission of online form, a Registration no. will be generated.

Note:

- Candidates who are yet to receive the result of qualifying degree should specify the **aggregate** % marks/CGPA upto last result declared in the box provided for aggregate % marks/ CGPA/CPI against the qualifying exam field. However such candidates should have scored minimum % marks/CGPA/CPI till the last result declared.

STEP 2: (APPLICABLE ONLY FOR GENERAL & OBC CANDIDATES)

- i. Click on "Download Pay in Slip".
- ii. Login using Registration No. and Date of Birth. Download Pay in Slip for payment of registration fees.

Note:

- Candidates belonging to **General and OBC category** are required to pay non-refundable registration fee of Rs.300/- + Rs. 30 towards bank charges i.e total

330/- in the form of Bank Challan (Pay-in-slip). The SC / ST / PWD category candidates are exempted from payment of fee.

- State Bank of India has been authorized to collect the registration fee, in a specially opened account (**No. 32298420483**) (Branch Code: **09996**). Candidates have to approach a SBI branch with a printout of the "Pay-in-slip". The "pay-in-slip" generated from EIL website should only be used for depositing the fee for proper crediting of amount in the allocated account. There will not be any other mode of payment of registration amount. EIL will not be responsible, in case a candidate deposits the fee in wrong account.

On receipt of the money, the bank will issue a unique Journal Number, Branch Name and Branch Code of the bank collecting the money. This journal number, branch name and the branch code are to be filled up by the candidate during "Final Registration" stage.

- Candidate will retain the Candidate's copy of the "Pay-in-slip". The same will be submitted at the time of interview.
- Fee once paid will not be refunded under any circumstances. Candidates are, therefore, requested to verify their eligibility before paying the registration fee.

STEP 3:

- i. Go to "Final Registration" Link.
- ii. Before filling ""Final Registration" Link, candidates should keep the following:
 - Scanned copy of their passport size photograph in **.jpg/.jpeg** format of **max 75 KB size**
 - Scanned copy of signature in **.jpg/.jpeg** format of **max 25 KB size**.
 - Scanned copy of Caste certificate for **SC** and **ST** candidates and disability certificates for Person With Disabilities (**PWD**) candidates in **.jpg/.jpeg** format of **max 500 KB size**.
- iii. Fill the details online for final submission. The candidates are required to take printout of the application after submission of online form. **Candidates are required to keep the printout of the application which will be required at the time of Personal Interview, if short listed for.**

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D. GENERAL INSTRUCTIONS

- Online submission of application will be permitted on the website between 0000 hrs on **21.08.2013** till 2400 hrs on **10.09.2013**.
- Candidates should have a valid e-mail address specified in the application and the same should be functional for at least two years from the date of the submission of application.
- Only those candidates who meet the prescribed eligibility criteria need apply. If at any stage, it is found that the candidate does not meet the prescribed eligibility criteria, he/she will be disqualified.
- Candidates should visit the career link of EIL website www.engineersindia.com from time to time for information like downloading the admit card, FAQs, exact date of written test etc.
- Eligible candidates will be intimated by e-mail and SMS in due course for downloading of admit card from EIL website. EIL shall not be responsible for any loss of email/admit card sent, due to invalid/wrong email id/wrong postal address/postal delays/loss in transit etc. No request in this regard will be entertained.
- **Information regarding Date /Result of Written Test etc. will be available on our website.**
- EIL, at any time, reserves the right to cancel the advertisement and/or the selection process there under.
- Application form is available in Hindi/English language. However the language of the question paper will be English.
- **The Travel Fare to SC/ST and PWD candidates, who are called for the written test, will be reimbursed at a later date. These candidates will be required to submit the filled in Travelling Allowance (TA) form alongwith proof of travel i.e. tickets/ticket no., and the relevant category certificate, at the respective test centre. Blank TA form is available on EIL website.**
- Screening and selection will be based on the details provided; hence it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong / false information will be a disqualification and you will be responsible for any consequence of furnishing of such wrong/false information.
- In the event of non-receipt of processing fee from candidates for reasons whatsoever, his/ her candidature will stand cancelled and no further communication on the same will be entertained.
- **All the details given in the online form will be treated as final and no changes will be entertained.**
- Court of jurisdiction for any dispute will be Delhi.
- For further queries, candidates may drop an e-mail at rectt-1314-04@eil.co.in.

IMPORTANT DATES

Commencement of Online Registration	0000 hours on 21.08.2013
Last date of Online Registration	2400 hours on 10.09.2013
All India Written Test (tentative)	1 st week of October, 2013