

RECRUITMENT NOTICE

Vijay Nirman Company Ltd (VNCL), a premier Infrastructure Construction company, having their headquarters at Vishakhapatnam, Andhra Pradesh, and project sites in all the states of India, requires following field staff at the trainee level. VNCL has mandated Construction Industry Development Council to facilitate this support.

1. Title of the cadre : Trainee Trade specialists.
2. Area of specialization (10) : System Formwork, Steel reinforcements, structural steel Fabrication, Piping & Plumbing, Concrete & masonry works, Architectural Finishing works, Waterproofing works, Construction equipment maintenance & operations, Electrical power systems, HVAC system.
3. Profile of the candidate :
 - i) Diploma/ Degree in Civil/ Electrical/ mechanical Engineering.
 - ii) Experience: Nil
 - iii) Age : 18 – 23 years
 - iv) Physical standards: Sound
 - v) Preference shall be given to the candidates who have graduated from CIDC partner Institutes.
4. Job profile : The selected candidates shall be absorbed as Trainee Trade specialists, and should be willing to serve the company on their project sites at any location for a minimum period of 5 years from the date of appointment as the trainees.
The career profile of the selected candidates shall be as follows.

0 – 6 Months	-	Trainee Trade Specialists (TTS)
6 – 12 Months	-	Trade Specialists (TS)
12 – 36 Months	-	Junior Specialist Engineers (JSE)
36 – 60 Months	-	ASH Specialist Engineers (ASE after completion of 60 months, they may be redesigned as Resident engineers (RE)

Annual promotions shall be based on the performance appraisal Tests to be conducted by VNC/ CIDC.

5. Job experience :

VNC believes in attaining perfection in the works & recognizes the dignity of hands on work, and therefore TTS would be expected to work with their own hands to achieve excellence in delivery & simultaneously educate themselves to truly acquire the status of a specialist in the trade of choice. Incentives & encouragement shall be given to those who acquire proficiency in multiple trades.

JSEs shall also be expected to guide & train a force of workers , supervisors & TTS, post-acquisition of proficiencies.

ASEs shall also be trained in PM techniques & their skills would be certified, to enable them to perform as REs.

Apart from the hands on work the selected candidates would be expected to continue their in – house education, while in service. Candidates showing promise, would be sent for overseas Project Exposure, as well.

6. Remuneration & benefits :

Following benefits & remunerations shall be offered to the selected candidates.
(Please refer Annexure – I)

7. Mode of selection : The candidates would be selected through a three stage screening process organized by Construction Industry Development council.

a. Written test : Aptitude & mathematical ability test.

b. Physical fitness test : Field test to ascertain the Physical Fitness of the candidate.

c. Interview : The tests shall be conducted based on the consultation with Colleges / Institutes.

8. Application Procedure : Detailed bio data of the candidate along with the choice of the trade & a Banker cheque or DD of Rs. 500/- towards the non-refundable testing fee payable to Construction Industry Development Council at New Delhi, should be sent to following address latest by February 5, 2017.

(Students of CIDC need not pay this Fee)

Kind Attention :

Mrs M Jyothi Rani
AGM (Projects)
Construction Industry Development Council
801 (8th Floor), Hemkunt Chambers,
89, Nehru Place, New Delhi – 110019
Tel 91 11 26489992 / 41617971 / Fax 91 11 2645 1604
Email : jr@cidc.in / mjrcidc@gmail.com
Website : www.cidc.in

No.	Key	Description of a SKILL	JES-3	JES-2	JES-1	AES-2	AES-1	SES	JE	AE-3	AE-2	AE-1	SE-2	SE-1	S.M	AGM	DGM	JGM
			SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.	SSC /Int. /BA /BSc.
A		(A). Technical Skills :																
		K - Knowledge is required, A-Ability required P-Proficiency is required																
A.01	Bills	Comparing the BOQ with the Client's bills				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.02	Bills	Comparing the Client bill with the sub-contractors bills				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.03	Bills	Preparing the sub-contractors bills			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.04	Bills	Preparing the client's bills				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.05	C & S	Getting the shuttering & shoring placed at site		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.06	Design	Knowledge in preparing Mix-design																
A.07		Preparing bar-bending schedules			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.08	Drawings	Reading bar-bending schedules		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.09	Drawings	Reading foundation drawings	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.10	Drawings	Reading structural drawings	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.11	Drawings	Supervising the placing & tying of steel reinforcement	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.12	Engg.	Command over the engineering subject							✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.13	Instrument	Taking levels with the Auto-level	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.14	Instrument	Working out co-ordinates for the Total Station.					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.15	Instrument	Knowledge in setting-out points / marking lay-outs using Total Station.								✓	✓	✓	✓	✓	✓	✓	✓	✓
A.16	Plan	Preparing a rough sketch / out-line of a site or structure						✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.17	Plan	Preparing a drawing to scale	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.18	Q.S.	Prepare Daily Progress Reports			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A.19	Q.S.	Taking-out quantities from the drawings	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

A.20	Q.S.	Calculatin quantities of works executed	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
A.21	Q.S.	Writing & maintaining the M-Book		√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
A.22	Q.S.	Preparing analysis of rates												√	√	√	√	√
A.23	Q.S.	Read & understanding the tender document												√	√	√	√	√
A.24	Q.S.	Completing the tender document														√	√	√
A.25	Execution	Execution of steel structures				√	√	√	√	√	√	√	√	√	√	√	√	√
A.26	Execution	Execution of concrete structures				√	√	√	√	√	√	√	√	√	√	√	√	√
A.27	Execution	Execution of industrial structures				√	√	√	√	√	√	√	√	√	√	√	√	√
A.28	Execution	Execution of road works & structures				√	√	√	√	√	√	√	√	√	√	√	√	√
A.29	Execution	Execution of pile foundations				√	√	√	√	√	√	√	√	√	√	√	√	√
A.30	Execution	Execution of marine structures				√	√	√	√	√	√	√	√	√	√	√	√	√
A.31	Book-keep	Keeping the log of work force at site (DLR)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
A.32	Book-keep	Keeping the log of machinery at site				√	√	√	√	√	√	√	√	√	√	√	√	√
A.33	Book-keep	Keeping record of material at site				√	√	√	√	√	√	√	√	√	√	√	√	√
A.34	Book-keep	Maintaining inventory of stock at site				√	√	√	√	√	√	√	√	√	√	√	√	√
A.35	Book-keep	Preparing stores requisition					√	√	√	√	√	√	√	√	√	√	√	√
B		Communication Skills :																
B.01	Language	Language- Reading English	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.02	Language	Language- Reading Hindi	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.03	Language	Language- Writing English	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.04	Language	Language- Writing Hindi	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.05	Language	Language- Speaking English		√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.06	Language	Language- Speaking Hindi	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.07	Language	Language- Understanding English	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.08	Language	Language- Understanding Hindi	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
B.09	Language	Written communication					√	√	√	√	√	√	√	√	√	√	√	√
B.10	Language	Oral communication	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
C		(C) Personality Skills :																
C.01	Initiative	Interest to learn new techniques	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
C.02	Initiative	Interest in reading technical books/literature	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
C.03	Initiative	Willingness to put up extra hours of work	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
C.04	Oral	Clarity in speech communication	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√

G.02	Initiative	Readiness to accept responsibilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
G.03	Labour	Ability in getting the work done by labourers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
G.04	Meetings	Ability in conducting the staff meetings												✓	✓	✓	✓	✓
G.05	Personality	Ability to take independent decisions												✓	✓	✓	✓	✓
G.06	Personality	Ability to address a group of members												✓	✓	✓	✓	✓
G.07	Planning	Ability to PLAN/forecast the material requirement									✓	✓	✓	✓	✓	✓	✓	✓
G.08	Sub-contractor	Ability in getting the work done by sub-contractor			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
G.09	Tender	Ability to understand the legalities in the construction agreement												✓	✓	✓	✓	✓
G.10	Tender	Ability to understand the legalities in the tender documents												✓	✓	✓	✓	✓
G.11	Tender	Knowledge of company's organisation structure	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

CTC Salary Structure for TTS Programme (GRADUATE Engineers)
(Approved by VNC)

Sl. No	Tenure	Designation	Gross Salary (C.T.C.)	Deductions (Costs Borne by The Company)										Take Home Salary			Productivity Linked Annual Incentive**
				Safety Gear	Food	Bachelor Accomodation	Furnishing (Hard/ Soft)	Medical Insurance	Tele phone	Local Transport	Water/ Electricity	Dress	P.F. by VNC	Final Gross Salary	P.F. by Employee	Net Take-Home Salary	
1	45 days	Trainee Specialist	-	-	-	-	-	-	-	-	-	-	-	-	-	250 (Pocket Money)	-
2	Year 1	TTS	17,540	300	2,500	1,500	500	300	-	1,000	300	300	840	10,000	840	9,160	12,000**
3	Year 2	JSE Gr.II	20,792	300	2,500	1,500	500	300	-	1,000	300	300	1,092	13,000	1,092	11,908	60,000**
4	Year 3	JSE Gr.I	24,044	300	2,500	1,500	500	300	-	1,000	300	300	1,344	16,000	1,344	14,656	70,000**
5	Year 4	ASE Gr.II /Foreman	25,128 to 30,500	300 300	2,500 2,500	1,500 1,500	500 500	300 300	- -	1,000 1,000	300 300	300 300	1,428 to 1,800	17,000 to 22,000	1,428 to 1,800	15,572 to 20,200	70,000**
6	Year 5	ASE Gr.I /Senior Foreman	28,380 to 38,500	300 300	2,500 2,500	1,500 1,500	500 500	300 300	- -	1,000 1,000	300 300	300 300	1,680 to 1,800	20,000 to 30,000	1,680 to 1,800	18,320 to 28,200	70,000**
7	After 5 Yrs.	Resident Engineer	39,000 and Above	AS PER HR POLICY OF VIJAY NIRMAN COMPANY										30,000 to 50,000		30,000 to 50,000	As per VNC Policy**

TTS : Technical Trade Specialist

JSE

: Junior Specialist Engineer

ASE

: Assistant Specialist Engineer

Terms & Conditions :

- 1 Only successful Trainees will be taken as Technical Trade Specialists at the end of 45 days training period.
- 2 At the beginning of the training, each candidate must give an undertaking that he is fully aware of the TTS Programme and that he would complete the 45 days programme to become eligible for claiming the travel allowance to the Place of Training.
- 3 At the end of 45 days training, a Trainee must achieve the standards set by the project site.
- 4 Payment of the salary is subjected to standard STATUTORY deductions and other Terms & Conditions prevailing in the Company.
- 5 Each Candidate must sign a service bond to serve the Company for a period of THREE YEARS to take care of the Training Costs.
- 6 Training will be extended , if a candidate is found lagging behind.

Promotion Criteria :

- 1 Average productivity during each period will be the CRITERIA to go to the next level.
- 2 The pay-scales are not time-bound but will be based purely on the PRODUCTIVITY achieved by an Individual.
- 3 To become eligible for promotion, a Trade Specialist should meet the productivity standards set by the Company.
- 4 To be promoted to Foreman, a Trade Specialist should be proficient in atleast TWO trades
- 5 To be promoted to Resident Engineer, a Trade Specialist should be proficient in atleast TWO trades and have working knowledge of TWO more trades.




CTC Salary Structure for TTS Programme (DIPLOMA Engineers)
(Approved by VNC)

01-04-2015

Sl. No	Tenure	Designation	Gross Salary (C.T.C.)	Deductions (Costs Borne by The Company)										Take Home Salary			Productivity Linked Annual Incentive**
				Safety Gear	Food	Bachelor Accomo- dation	Furnishing (Hard/ Soft)	Medical Insurance	Tele phone	Local Transport	Water/ Electricity	Dress	P.F. by VNC	Final Gross Salary	P.F. by Em- ploy- ee	Net Take- Home Salary	
1	45 days	Trainee Specialist	-	-	-	-	-	-	-	-	-	-	-	-	-	250 (Pocket Money)	-
2	Year 1	TTS	16,456	300	2,500	1,500	500	300	-	1,000	300	300	756	9,000	756	8,244	12,000**
3	Year 2	JSE Gr.II	18,082	300	2,500	1,500	500	300	-	1,000	300	300	882	10,500	882	9,618	60,000**
4	Year 3	JSE Gr.I	20,250	300	2,500	1,500	500	300	-	1,000	300	300	1,050	12,500	1,050	11,450	70,000**
5	Year 4	ASE Gr.II /Foreman	21,334 to 22,960	300	2,500	1,500	500	300	-	1,000	300	300	1,134 to 1,134	13,500 to 13,500	1,134 to 1,134	12,366 to 12,366	70,000**
6	Year 5	ASE Gr.I / Senior Foreman	23,502 to 29,464	300	2,500	1,500	500	300	-	1,000	300	300	1,260 to 1,302	15,000 to 15,500	1,260 to 1,302	13,740 to 14,198	70,000**
7	After 5 Yrs.	Resident Engineer	37,000 and Above	AS PER HR POLICY OF VIJAY NIRMAN COMPANY										30,000 to 50,000		30,000 to 50,000	As per VNC Policy**

TTS : Technical Trade Specialist

JSE : Junior Specialist Engineer

ASE : Assistant Specialist Engineer

Terms & Conditions :

- 1 Only successful Trainees will be taken as Technical Trade Specialists at the end of 45 days training period.
- 2 At the beginning of the training each Candidate must give an undertaking that he is fully aware of the TTS Programme and that he would complete the 45 days programme to become eligible for claiming the travel allowance to the Place of Training.
- 3 At the end of the 45 days training a trainee must achieve the standards set by the Project site.
- 4 Payment of the salary is subjected to standard STATUTORY deductions and other Terms & Conditions prevailing in the Company.
- 5 Each Candidate must sign a service bond to serve the Company for a period of THREE YEARS to take care of the Training Costs.
- 6 Training will be extended , if a candidate is found lagging behind.

Promotion Criteria :

- 1 Average productivity during each period will be the CRITERIA to go to the next level.
- 2 The pay-scales are not time-bound but will be based purely on the PRODUCTIVITY achieved by an Individual.
- 3 To become eligible for promotion, a Trade Specialist should meet the productivity standards set by the Company.
- 4 To be promoted to Foreman, a Trade Specialist should be proficient in atleast TWO trades
- 5 To be promoted to Resident Engineer, a Trade Specialist should be proficient in atleast TWO trades and have working knowledge of TWO more trades.




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