

**BRIDGE AND ROOF CO.(INDIA) LTD.**

(A Government of India Enterprise)  
Kankaria Centre, (5<sup>th</sup> Floor),  
2/1, Russel Street,  
Kolkata – 700 071.



**REF : PERS/RECRUIT/2009/03**

Bridge & Roof co. (I) Ltd, a Premier Consistently Profit earning Construction Company, having its Registered Office at Kolkata, a Workshop at Howrah (West Bengal) and Work Sites/Offices all over India and abroad, requires

1. DGM(HR)

- Grade : E6
- Scale of Pay : Rs. 36,600-3%-62,000/- (2007 Pay-scale)
- Total Pay Package : Rs. 54,000/-
- Posting : Howrah/Kolkata
- Qualification : Post-Graduate Degree/Diploma in Personnel Management/Labour Welfare/Social Welfare from a recognized University / Institution. Specialisation in Industrial Relations. Degree in Law will have preference.
- Experience : At least 20 years after Professional qualification out of which 10 years in Senior Management position in an Industrial Organisation having primarily construction and manufacturing activities. Adequate experience in handling independently Personnel and Industrial Relations matter. Should have thorough knowledge of Employment and Personnel Policies. Labour Laws and must have a sound knowledge of Manpower Planning. Selection, Recruitment, Placement, Management Development and Training, Additional Knowledge regarding training and development in regard to TQM is necessary. Should be proficient in dealing with matters independently with Trade Unions and should be capable of handling adjudication matters. Conciliation Machineries . Must have required knowledge of current and modern HRD practices and policies. Knowledge of Bengali and Hindi essential. Applicants from Public Sectors or Govt. must have worked at least for 3(Three) years in the pay scale of Rs. 32,900 – 58,000/- or equivalent there of Rs. 16,000 - 400-20,800/-.
- Age : 45 to 50 Years

## 2. AGM(CIVIL) DESIGN

Grade : E5  
Scale of Pay : Rs. 32,900-3%-58,000/- (2007 Pay-scale)  
Total Pay Package : Rs.49,000/-  
Posting : Kolkata  
Qualification : B.E.(Civil)  
Experience : 17 Years experience in the field of Design in all types of foundation including Pile foundation, substructure and super structure including building, earthen embankment and industrial steel structures and also in design of enabling works i.e. staging and form works both in timber and steel for construction of heavy R.C.C. Structures.  
Candidate should possess sound knowledge of using latest version of software like STAAD Programme, Auto CAD etc.

Age : 42 to 45 Years

Must have worked at least for 3(Three) years in the pay scale of Rs. 29,100 – 54,500/- or equivalent there of Rs. 14,500 -350-18,700/-.

## 3. MANAGER(BUSINESS DEVELOPMENT)

Grade : E4  
Scale of Pay : Rs. 29,100-3%-54,500/-(2007 Pay-scale)  
Total Pay Package : Rs.44,000/-  
Posting : Kolkata  
Qualification : B.E.(Civil)  
Experience : 15 Years work experience comprising of scanning the market for Civil Works Tender and upcoming Construction Works, establishing and maintaining relationship with Clients, identifying prospective Clients, maintaining and updating data base of Clients, developing and maintaining information systems, identifying and developing strategic Joint Venture/Consortium arrangement, Pre/Post Bid Associates including Tender Estimation and identification/tracking of updated marketing strategies for high value Civil Works Contract.

Age : 38 to 44

Must have worked at least for 3(Three) years in the pay scale of Rs. 24,900– 50,500/- or equivalent there of Rs. 13,350 – 18,250/-.

## 4. SR. ENGINEER(CIVIL) DESIGN

Grade : E3  
Scale of Pay : Rs. 24,900-3%-50,500/-(2007 Pay-scale)  
Total Pay Package : Rs. 37,000/-  
Posting : Kolkata  
Qualification : B.E.(Civil)  
Experience : 11 Years experience in the field of Design in all types of foundation including Pile foundation, substructure and super structure including building, earthen embankment and industrial steel structures and also in design of enabling works i.e. staging and form works both in timber and steel for construction of heavy R.C.C. Structures.

Age : 35 to 40 Years

Must have worked at least for 3(Three) years in the pay scale of Rs. 20,600 – 46,500/- or equivalent there of Rs. 10,750 – 300 – 16,750/-.

## 5. SR. ENGINEER(MARKETING) – CIVIL/MECHANICAL

Grade	: E3
Scale of Pay	: Rs. 24,900-3%-50,500/- (2007 Pay-scale)
Total Pay Package	: Rs. 37,000/-
Posting	: Kolkata
Qualification	: B.E.(Civil)/B.E.(Mechanical)
Experience	: 11 Years experience in the field of Tender estimation and marketing of high valued Civil/Mechanical works contract of varied nature.
Age	: 35 to 40 Years

Must have worked at least for 3(Three) years in the pay scale of Rs. 20,600 – 46,500/- or equivalent there of Rs. 10,750 – 300 – 16,750/-.

## 6. TRAINEE ENGINEERS (CIVIL, MECHANICAL & ELECTRICAL)

TOTAL NUMBER	: Graduate Engineer CIVIL – 10 Nos. MECHANICAL – 10 Nos. ELECTRICAL – 2 Nos.
	: Diploma Engineer CIVIL – 10 Nos. MECHANICAL – 10 Nos.
Eligibility	: Passed out in Engineering Degree (Civil, Mechanical & Electrical) / Diploma (Civil & Mechanical) Examination of 2008/2009 from renowned Institute/University full time course approved by A.I.C.T.E. with minimum 70% in aggregate. Maximum age 24 years as on 1 <sup>st</sup> July, 2009.
STIPEND	: Graduate Engineer - Consolidated Stipend Rs. 18,000.00 Diploma Engineer - Consolidated Stipend (1 <sup>st</sup> Year) Rs. 11,000.00 Consolidated Stipend (2 <sup>nd</sup> Year) Rs. 12,000.00

On successful completion of training period of one year/two years, services would be regularized in the Pay Scale for Graduate Engineer of Rs. 16400-3%-40,500/- (Scale E-1) with Industrial D.A. Salary Rs. 24,000/- per month (approx.), Diploma Engineer Pay Scale for Rs. 12,600-3%-32,500/- (Scale E-0) with Industrial D.A. Salary Rs. 19,000/- per month (approx.) at initial point to scale as per present scale.

Apart from Basic and Industrial DA(Variable), the incumbent will be entitled to HRA, LTA, Medical reimbursement Gratuity, Contributory PF, other benefits as per rules of the Company.

Candidates working in Govt/ Public Sector offices must send their applications through proper channel or produce 'NOC' from their employers at the time of interview. In the matter of SC/ST and OBC candidates the Govt. directives and provision of PWD (Person With Disabilities Act 1995) will be followed.

Higher/lesser experience in the specified area may also apply for consideration in the higher/lower scale of pay as per applicability. Age limit is relaxable for exceptionally experienced candidates.

Management reserves the right to short-list the candidates. Only short listed candidates as per norms fixed by the Management will be called for interview. Management also reserves the right not to fill all the posts or even to cancel the whole process of recruitment without assigning any reason.

Outstation candidates called for interview will be reimbursed to and fro 3<sup>rd</sup> AC train fare by shortest route.

Interested eligible candidates may refer the 'Recruitment' section of our Company's Website.

Web site : <http://www.bridgeroof.co.in>

Application format are available only on our Web site from 18.08.2009 to 04.09.2009. Please apply On-line only on or before 4<sup>th</sup> September, 2009. No other modes of application will be accepted.

Any queries On-line application may be emailed to [bridgeroof@bridgeroof.co.in](mailto:bridgeroof@bridgeroof.co.in)

## CORRIGENDUM DATED 27-08-2009

### 2. AGM(CIVIL) DESIGN / DGM(CIVIL)DESIGN

Grade : E5 / E6  
Scale of Pay : Rs. 32,900-3%-58,000/- (AGM) / Rs. 36,000 - 3%-62,000/- (DGM) (2007 Pay Scale)  
Total Pay Package : Rs.49,000/- (AGM) / Rs. 54,000/- (DGM)  
Posting : Kolkata  
Qualification : B.E.(Civil)  
Experience : 20 / 23 Years experience in the field of Design in all types of foundation including Pile foundation, substructure and super structure including building, earthen embankment and industrial steel structures and also in design of enabling works i.e. staging and form works both in timber and steel for construction of heavy R.C.C. Structures.  
Candidate should possess sound knowledge of using latest version of software like STAAD Programme, Auto CAD etc.  
Age : 42 to 45 Years / 45 to 50 Years

Must have worked at least for 3(Three) years in the pay scale of Rs. 29,100 – 54,500/- or equivalent there of Rs. 14,500 -350-18,700/- (for AGM) / Rs. 32,900 – 58,000/- or equivalent there of Rs. 16,000 - 400-20,800/- (For DGM)

### 3. MANAGER(BUSINESS DEVELOPMENT)

Grade : E4  
Scale of Pay : Rs. 29,100-3%-54,500/-(2007 Pay-scale)  
Total Pay Package : Rs.44,000/-  
Posting : Kolkata  
Qualification : B.E.(Civil) / B.E. (Mechanical) with MBA / PGDBM in Marketing preferred.  
Experience : 15 Years work experience comprising of scanning the market for Civil / Mechanical Works Tender and upcoming Construction Works, establishing and maintaining relationship with Clients, identifying prospective Clients, maintaining and updating data base of Clients, developing and maintaining information systems, identifying and developing strategic Joint Venture/Consortium arrangement, Pre/Post Bid Associates including Tender Estimation and identification/tracking of updated marketing strategies for high value Civil / Mechanical Works Contract.  
Age : 38 to 44

Must have worked at least for 3(Three) years in the pay scale of Rs. 24,900– 50,500/- or equivalent there of Rs. 13,350 – 18,250/-.

### 6. TRAINEE ENGINEERS (CIVIL / CONSTRUCTION, MECHANICAL & ELECTRICAL)

TOTAL : Graduate Engineer  
NUMBER : CIVIL / CONSTRUCTION – 20 Nos.  
MECHANICAL – 20 Nos.  
ELECTRICAL – 3 Nos.  
: Diploma Engineer  
CIVIL – 20 Nos.  
MECHANICAL – 20 Nos.

Eligibility : Passed out in Engineering Degree (Civil / Construction, Mechanical & Electrical) / Diploma (Civil & Mechanical) Examination of 2008/2009 from renowned Institute/University full time course approved by A.I.C.T.E. with minimum 70% in aggregate. Maximum age 24 years as on 1st July, 2009.

STIPEND	:	Graduate Engineer - Consolidated Stipend	Rs. 18,000.00
		Diploma Engineer - Consolidated Stipend (1 <sup>st</sup> Year)	Rs. 11,000.00
		Consolidated Stipend (2 <sup>nd</sup> Year)	Rs. 12,000.00

**Please apply On-line only on or before 5.00 p.m. 10<sup>th</sup> September, 2009**

**No other modes of application will be accepted**