

राष्ट्रीय आदिवासी छात्र शिक्षा समिति
(जनजातीय कार्य मंत्रालय के अंतर्गत
एक स्वायत्त संस्थान, भारत सरकार)
भू-तल, गेट नंबर-3ए, जीवन तारा बिल्डिंग,
संसद मार्ग, नई दिल्ली-110001
दूर. 011-23340280



National Education Society for Tribal Students

(An Autonomous Organization under
Ministry of Tribal Affairs, Govt. of India)
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NESTS/H-1/47/HR Misc./2024-25

Date:20.06.2025

To,

The Nodal Officer,
All State EMRS Societies

Subject: Guidelines for engaging guest teachers against vacancies – reg.

Sir / Madam,

NESTS is in the process of notifying for the second phase of recruitment. Appointing regular teachers may need additional time. However, by considering the re-opening of EMRSs after summer vacation, it is approved by the Competent Authority to engage guest teachers against the vacant posts to ensure that academic activities are not affected in all EMRSs. In order to improve the quality of teaching learning process, it is very essential to engage guest teachers, only up to 31st March 2026 or till the appointment of regular teachers whichever is earlier. Hence, the need for circulating guidelines to engage guest teachers is felt. It is requested to follow the guidelines given below to engage qualitative and experienced candidates as guest teachers.

- Full time guest teachers may be engaged instead of engaging only for selected periods per week.
- Guest teachers have to perform academic activities like remedial, assessment, supervised study etc. in addition to regular classroom teaching.
- Consolidated remuneration may be fixed according to the post (PGT / TGT).
- As far as possible, candidates with qualification as per RRs of NESTS are to be considered for engagement. If the candidates with desired qualification like B. Ed, CTET etc. are not available, their case may be considered in exceptional and emergency situations.
- Workload of the teachers (number of periods per week) is to be assessed before engaging guest teachers.

- Guest teachers with full time engagement may be paid remuneration as under: -

Name of post	With qualification as per RR of NESTS	Without qualification as per RR of NESTS
PGT	Rs.35,000/-	Rs.31,000/-
TGT	Rs.33,000/-	Rs.29,000/-

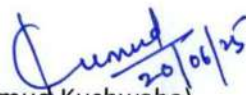
- Guest teachers are also to be made accountable for academic performance of students.
- If CTET qualified candidates are not available for the post of TGTs, STET may also be considered.
- While selecting guest teachers, their past performance should be given top priority. The services of candidates with poor academic performance in the past may be dispensed with.
- As far as possible, efforts may be made to accommodate guest teachers in the campus itself in the interest of the students.
- If Guest Teachers could not be arranged by the State Society / EMRS, panel available with other EMRSs or JNV / KV may be used for engaging guest teachers.
- If Guest Teachers could not be arranged by the State Society, Principals may be empowered to arrange.
- The guest staff should be engaged, only if they commit not to seek regularization of service on this account. The engagement order of the guest teachers to be engaged shall include the clause that:

"The engagement is purely on adhoc basis, and the guest staff shall not claim any right to regularization of their services on account of this engagement."

All the efforts are to be made to ensure that guest teachers are engaged on priority on or before 05.07.2025 without fail.

Compliance should be reported to NESTS HQ latest by 07.07.2025.

This issues with the approval of the competent authority.


(Kumud Kushwaha)
Deputy Commissioner

Copy to:

1. DC Finance, NESTS for information
2. The Principal, All EMRSs- for information and necessary action.

CHAPTER 4: ELIGIBILITY CRITERIA & QUALIFICATION

Post	Age limit	Qualification and Experience
Principal	Not exceeding 50 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential Qualification: (i, ii and iii) i) Master's Degree from recognized institution with at least 50% marks. ii) Bachelor Degree in Education (B.Ed.) from NCTE recognized institution with at least 50% marks OR Three-year integrated B.Ed.-M.Ed. from NCTE recognized institution with at least 50% marks. OR Four years Integrated graduation degree with at least 50% marks from NCTE recognized institution including B.Ed. component. iii) Experience Persons holding analogous posts or posts of Principals in central/ State Govt./ Autonomous organization of Central/ State Govt. in Level-12 (78800-209200) in the pay matrix. OR Vice-Principal / Assistant Education Officers in Central/ State Govt./ Autonomous organizations of Central/State Govt. In Level-10 (56100-177500) in the Pay matrix, having 09 years of combined service as PGT and Vice-Principal in which minimum 3 years as Vice Principal. OR PGT or Lecturer in Central/ State Govt./ Autonomous organizations of Central/State Govt. in Level - 8 (Rs.47600-151100) in the pay matrix having at least 12 years regular service in the grade. DESIRABLE: - Experience of working in a fully residential school. - Proficiency in English, Hindi and Regional Language - Working knowledge of computers.
PGTs	Not exceeding 40 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation)	Essential Qualifications (a) Integrated Post Graduate Course from NCTE recognized institution, in the concerned subject* as per the details given below against every post with at least 50% marks in aggregate including B.Ed. component. OR (b) Post Graduation (Master) Degree from a recognized institution with at least 50% marks in aggregate in the subject concerned*

	Including relaxation under different categories, the maximum age should not exceed 55 years	AND B.Ed. Degree from NCTE recognized institution with at least 50% marks OR Three years integrated B. Ed. – M. Ed from NCTE recognized institution with at least 50% marks OR Four years Integrated graduation degree with at least 50% marks from NCTE recognized institution including B.Ed. component. Details of subjects are as under: - <table border="1"> <thead> <tr> <th>Sl. No.</th><th>Post</th><th>Master's Degree in the subject</th></tr> </thead> <tbody> <tr> <td>(i)</td><td>PGT (English)</td><td>English</td></tr> <tr> <td>(ii)</td><td>PGT (Hindi)</td><td>Hindi</td></tr> <tr> <td>(iii)</td><td>PGT (Physics)</td><td>In Physics or any specialization in Physics provided the candidate has studied Physics at Graduation level.</td></tr> <tr> <td>(iv)</td><td>PGT (Chemistry)</td><td>In Chemistry or any specialization in Chemistry provided the candidate has studied Chemistry at Graduation level.</td></tr> <tr> <td>(v)</td><td>PGT (Maths)</td><td>In Mathematics or any specialization in Mathematics provided the candidate has studied Mathematics at Graduation level.</td></tr> <tr> <td>(vi)</td><td>PGT (Economics)</td><td>In Economics or any specialization in Economics provided the candidate has studied Economics at Graduation level.</td></tr> <tr> <td>(vii)</td><td>PGT (Biology)</td><td>In Biology / Zoology / Botany or any specialization in Biology / Zoology / Botany provided the candidate has studied Biology /</td></tr> </tbody> </table>	Sl. No.	Post	Master's Degree in the subject	(i)	PGT (English)	English	(ii)	PGT (Hindi)	Hindi	(iii)	PGT (Physics)	In Physics or any specialization in Physics provided the candidate has studied Physics at Graduation level.	(iv)	PGT (Chemistry)	In Chemistry or any specialization in Chemistry provided the candidate has studied Chemistry at Graduation level.	(v)	PGT (Maths)	In Mathematics or any specialization in Mathematics provided the candidate has studied Mathematics at Graduation level.	(vi)	PGT (Economics)	In Economics or any specialization in Economics provided the candidate has studied Economics at Graduation level.	(vii)	PGT (Biology)	In Biology / Zoology / Botany or any specialization in Biology / Zoology / Botany provided the candidate has studied Biology /
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		(viii)	PGT (History)	In History or any specialization in History provided the candidate has studied History at Graduation level.
		(ix)	PGT (Geography)	In Geography or any specialization in Geography provided the candidate has studied Geography at Graduation level.
		(x)	PGT (Commerce)	In Commerce provided the candidate has studied Accountancy and Business Studies at Graduation level. Note: Holders of Degree of M.Com. in Economics shall not be eligible.
		Desirable: a) Experience as TGT in the recognized institution in concerned subject. b) Experience of working in a residential school. c) Knowledge of Computer Application.		
PGT (Computer Science)	Not exceeding 40 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: M.Sc. (Computer Science / IT) / MCA/ M.E. or M. Tech. (Computer Science / IT) from a recognized institution with at least 50% marks in aggregate. Note: It is clarified that for promotion in future, B. Ed. will be required.		
TGTs	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees*	Essential Qualification (A, B and C) (A) Bachelor Graduation Degree in Subject Four years integrated graduation degree course from NCTE recognized institution with at least 50% marks in all subjects individually as well as in the aggregate. OR Bachelors / Honours Degree from a recognized institution with at least 50% marks in all subjects		

	(including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	individually and also in aggregate. OR Post Graduation in concerned subject / any specialization in concerned subject with a minimum 55% marks or equivalent grade provided that the candidate has studied the subject(s) mentioned in the note below at the graduation level and three years integrated B.Ed.-M.Ed from NCTE recognized institution with atleast 50% marks. (B) Bachelor Degree in Education B.Ed. Degree from NCTE recognized institution with at least 50% marks OR Three years integrated B.Ed. -M.Ed from NCTE recognized institution with at least 50% marks. Note: Only in respect of TGT(Regional Language), degree in Education as approved by the State Government for Teachers post as on the cut off date of eligibility of ESSE 2025 is also allowed in lieu of B.Ed. (C) CTET Qualified in the Central Teacher Eligibility Test (Paper-II) conducted by the Government of India. CTET certificate issued on or before the cutoff date is essential. Note: For four year integrated graduation degree course with B. Ed Component, (B) is not necessary, however, at least 50% marks in all subjects individually and also in aggregate is mandatory. Post wise elective subjects and Languages in the combination of subjects are as under: a) For TGT (Hindi): Studied Hindi as an Elective/Main subject in all the three years of graduation (Under graduate course). b) For TGT (English): Studied English as an Elective/Main subject in all the three years of graduation (Under graduate course). c) For TGT (Maths) - The candidates should have studied all the following three:
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		graduate course). Note: Only in respect of TGT (Regional Language), degree in Education as approved by the State Government for Teachers post as on the cut off date of eligibility of ESSE 2025 is also allowed in lieu of B.Ed. Desirable: 1. Experience of working in a residential school. 2. Knowledge of Computer Application
TGT (Computer Science)	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: Bachelor's Degree in Computer Application (BCA) with at least 50% marks from a recognized institution. OR Graduation (Under graduate course) in Computer Science / IT from a recognized institution with at least 50% marks in the concerned subject and also in aggregate provided that the computer science subject must be studied in all the years as main subject. OR BE/B. Tech. (Computer Science/Information Technology) with at least 50% marks from a recognized institution. Note: It is clarified that for promotion to the post of PGT Computer Science, in future, B. Ed. will be required. Desirable: 1. Experience of working in a residential school. 2. Working Knowledge of English and Hindi/ other regional language.
Art Teacher	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: (i) Bachelor's degree in Drawing and Painting / Sculpture / Graphic Art / Fine Arts/Visual art from a recognized institution with at least 50% marks provided that the candidates should have studied Drawing and Painting as Main subject in all the 3 years of graduation. Desirable: (i) Working Knowledge of English and Hindi/other regional language. (ii) Experience of working in a residential school. (iii) Working knowledge of computers.
Music Teacher	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules.	Essential: Bachelor's Degree in Music / Performing Arts from a UGC recognized institution with at least 50% marks in

	Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	concerned subject and also in aggregate, provided that Music subject is studied in all the 3 years of degree as a main subject. Desirable: i. Working Knowledge of English and Hindi/other regional language. ii. Experience of working in a residential school iii. Working knowledge of computers.
Physical Education Teacher (Male / Female)	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: Four-year integrated B.P. Ed. course from NCTE recognized institution with at least 50% marks OR Bachelor's Degree in Physical Education / Physical Education and Sports offered by NCTE recognized institution with at least 50% marks provided that, Physical Education is studied in all the 3 years of graduation along with B.P. Ed. of at least one year duration (or its equivalent) from any NCTE recognized institution with at least 50% marks. OR Bachelor's degree with Physical Education as an elective subject with 50% marks and participation in National Or State or Inter-University competitions in sports or games or athletics recognized by Association of Indian University or Indian Olympic Association along with B.P. Ed. of at least one year duration (or its equivalent) from any NCTE recognized institution with at least 50% marks. Desirable: 1. Represented at least State or National level in any of the Sports/ Games recognized by the Sports Authority of India (SAI)/ the concerned Federation. 2. Working knowledge of English and Hindi/other regional language. 3. Experience of working in a residential school 4. Diploma from National Institute of Sports
Librarian	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories,	Essential Bachelor's Degree in Library Science from a recognized institution with at least 50% marks OR Bachelor Degree in Library & Information Science from recognized institution with at least 50% marks. OR Integrated Master of Library & Information Science from recognized institution with at least 50% marks

	the maximum age should not exceed 55 years	Desirable: 1. Experience of working in a residential school 2. Knowledge of computer Applications.
Female Staff Nurse	Up to 35 years Up to 55 years for EMRS employees* (including all relaxation) Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules.	ESSENTIAL QUALIFICATIONS (1,2 &3): 1. B.Sc. (Hons.) in Nursing from a recognized University / Institute. OR Regular course in B.Sc. Nursing from a recognized University / Institute. OR Post Basic B.Sc. Nursing from a recognized University / Institute. 2. Registered as a Nurse or Nurse Mid-wife (RN or RM) with any State Nursing Council. 3. Two and Half years' experience in minimum 50 bedded Hospital after acquiring (1) above.
Hostel Warden	Up to 35 years Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential Qualification Four years integrated graduation degree course of Regional College of Education of NCERT or other NCTE recognized institution in concerned subject. OR Bachelor's Degree from a recognized university /institute
Accountant	Not exceeding 30 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential Qualification Bachelors Degree in Commerce from a recognized University / Institute. Note: Bachelors in Business Administration is not eligible.
Junior Secretariat Assistant (JSA)	Not exceeding 30 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Senior Secondary (Class XII) certificate from a recognized Board and possessing minimum speed of 35 words per minutes in English typing or 30 words per minute in Hindi typing.

Lab Attendant	Up to 30 years Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years.	10th Class Pass with a certificate/diploma in Laboratory technique from a recognized board/institute OR 12th Class with Science stream from a recognized board/ institute.
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***EMRS employees are those who are appointed on regular pay scales for EMRS. For all teaching posts, proficiency in teaching in English & Hindi is required.**

Note:

- Those applying in response to ESSE-2025 advertisement should satisfy themselves regarding their eligibility for the post applied for. Application may be submitted only when the candidates are eligible as per the notified eligibility criteria in all aspects including sub-categories, wherever applicable. If it is noticed that the candidate does not meet the eligibility criteria at any stage of recruitment process, i.e., prior to, during and after the selection process, the Offer of Appointment will be withdrawn and the candidate will be removed from the service.
- Since individual scrutiny of a very large number of applications may not be feasible, the consideration of application at the time of written (OMR Based) test will be provisional only.
- Verification of documents shall be carried out by NESTS for preparing the panel before the appointment. Only eligible candidates will be considered for drawing the panel of merit.
- The candidate must have requisite certificate(s) on the notified cutoff date for determining various eligibility criteria (Educational Qualifications, age limit etc.)
- At any stage of the recruitment process, including after recruitment or joining, if any of the following is detected, the said applicant will be liable to be removed, disqualified, prosecuted and debarred for all appointments in EMRS, NESTS and her/his application/appointment will be rejected forthwith, if the applicant:
 - has provided wrong information or submitted false documents; or
 - has suppressed relevant information; or
 - has resorted to unfair means during the Recruitment process; or
 - is found guilty of impersonation; or
 - has created disturbance affecting the smooth conduct of the written (OMR Based) test at the test centre / venue; or
 - has uploaded non-human or irrelevant photograph