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:** 1. Experience of working in a fully residential school. 2. Proficiency in English, Hindi and Regional Language 3. 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: -

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 /

		<table><tr><td></td><td></td><td>Zoology / Botany at Graduation level.</td></tr><tr><td>(viii)</td><td>PGT (History)</td><td>In History or any specialization in History provided the candidate has studied History at Graduation level.</td></tr><tr><td>(ix)</td><td>PGT (Geography)</td><td>In Geography or any specialization in Geography provided the candidate has studied Geography at Graduation level.</td></tr><tr><td>(x)</td><td>PGT (Commerce)</td><td>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.</td></tr></table> **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) <u>Bachelor Graduation Degree in Subject</u>** 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) **<u>Bachelor Degree in Education</u>** 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. **<u>(C) CTET</u>** 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:

1. Mathematics as Elective / Main subject in all the three years of graduation (Under graduate course).
2. Physics at least 01 year / 02 semesters
3. One out of Chemistry, Electronics, Computer Science, Statistics at least 01 year / 02 semesters

The candidates who studied under Choice Based Credit System (CBCS) with the above subjects are also eligible to apply.
Note: Candidates with B.Sc. (Hons.) in Physics or Chemistry are not eligible for the post of TGT (Maths).

d) **For TGT (Science)-**
Candidates should have studied Biology/Life Science/Botany/Zoology as Hons/Main Subject in all the three years of graduation (Under graduate course) with following combination of subjects for at least one year or 2 semester each

Main Subject	Subsidiary Subjects
Biology/Life Science	. Chemistry & . Botany or Zoology
Botany	. Chemistry & Zoology
Zoology	. Chemistry & Botany

The candidates who studied under Choice Based Credit System (CBCS) with the above subjects are also eligible to apply.

e) **For TGT (Social Studies)**:
Studied any two subjects out of History, Geography, Economics and Political Science at graduation (Under graduate course) (3 years degree) level out of which one must be either History or Geography in all three years of graduation as an Elective/Main Subject and the second subject for at least one year / two semesters.
The candidates who studied under Choice Based Credit System (CBCS) with the above subjects are also eligible to apply.

a) **TGT (Regional Language**): Studied Concerned Regional Language as a subject/elective subject in all the three years of Degree course (Under

		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.

***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

4.2 Age Relaxation Policy:

Age Relaxation is permissible to various applicants as under-

S. No.	Category of Persons	Extent of age Relaxation /Concession
(a)	Scheduled Caste/Scheduled Tribe	**5 years**
(b)	Other Backward Classes (NCL)	**3 years**
(c)	Candidates with 3 years' continuous service in Central Govt. provided the posts are in same or allied cadres.	**5 years**
(d)	Persons ordinarily domiciled in the UT of Jammu & Kashmir during 01.01.1980 to 31.12.1989	**5 years**
(e)	Women (All Category) only if applying for PGTs /TGTs posts	**10 years**
(f)	Persons with disabilities (including women) (i) SC/ST (ii) OBC (iii) General For woman with disability, clause (e) is not applicable	 **15 years** **13 years** **10 years**
(g)	For other than permanent employees working in EMRS as on 01.07.2025.	**Up to 55 years**
(h)	EMRS employees – who are appointed on regular basis in EMRS as on the notified cut off date for determining various eligibility criteria (Educational Qualifications, age limit etc.)	**Up to 55 years**
(i)	Ex-Servicemen who have put in not less than six months continuous service in Armed Forces (Army, Navy and Air Force) shall be allowed to deduct the period of such service from his/her actual age and if the resultant age does not exceed maximum age limit prescribed for the post by more than three years, he/she shall be deemed to satisfy the condition regarding age limit. **(Appendix IV & IVA)** (Important: Such ex-serviceman who are already employed as regular civil employees under Government by availing benefit of reservation as ex-serviceman are entitled for age relaxation only as provided under extant rules.)	

Please note that all the concessions mentioned above will be concurrent i.e. if a person is eligible for more than one concession, only one of the concessions of the highest permissible limit will be granted subject to maximum age of 55 years.

Note:

(i) The age of the candidate should not exceed more than 55 Years as on **23.10.2025**, the notified cut off date for determining various eligibility criteria (Educational Qualifications, age limit etc.) after considering all the relaxation / concession in any given case.

(ii) Non-permanent teaching and non-teaching staff working in EMRSs as on 01/07/2025 shall be eligible for age relaxation up to 55 years including all relaxations as on the notified cut off date for determining various eligibility criteria (Educational Qualifications, age limit etc.). There will not be any relaxation in the minimum eligibility criteria for the post they wish to apply for.

4.3 Economically Weaker Section (EWS) Reservation Policy: (As per DoPT OM No.36039/1/2019-Estt (Res) dated 31st January 2019)

Candidates who are not covered under the scheme of reservation for SC/ST/OBC and whose family gross annual income is below Rs. 8 Lakh (Rupees Eight Lakh) shall be eligible for benefit of reservation for EWS. The income shall also include income from all sources i.e., salary, agriculture, business, profession etc. The EWS certificate (Appendix – III) must be based on the income for the financial year prior to the cut off date for determining the eligibility. i.e. on the basis of income for the financial year 2024-25.

a. Also, candidates whose family owns or possesses any of the following assets shallbe excluded from being identified as EWS, irrespective of family income: -

i. 5 Acres of agriculture land and above.
ii. Residential flat of 1000 Sq Ft and above.
iii. Residential plot of 100 Sq yards and above in notified municipalities.
iv. Residential plot of 200 Sq Yd and above in areas other than the notified municipalities.

b. The property held by a family in different locations or different places / cities would be clubbed while applying the land or property holding test to determine EWS status. (The term Family – for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/ her spouse and children below the age of 18 years).

c. The benefit of reservation under EWS can be availed upon production of an income and asset certificate issued by a competent authority. The income and asset certificate issued by any one of the following authorities shall only be accepted as candidate's claim as belonging to EWS:-

i. District Magistrate/Additional District Magistrate/ Collector /Deputy Commissioner/ Additional Deputy Commissioner/ 1st Class Stipendiary Magistrate/Sub Divisional Magistrate/Taluka Magistrate/Executive Magistrate/Extra Assistant Commissioner; or
ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate; or
iii. Revenue Officer not below the rank of Tehsildar; or
iv. Sub-Divisional Officer of the area where the candidates and/or his/her family normally resides.

d. The candidate applying against the vacancies reserved for EWS must possess Income and asset certificate as on cut off date of online application for this advertisement. Accordingly, these candidates are required to produce valid Income and asset certificate during document verification stage. And asset certificate should be valid for the year in which this recruitment notification is published. **In case of non- compliance of aforesaid stipulations, their claim for reservedstatus under EWS shall not be entertained and the candidature of such candidates, if fulfilling all the eligibility conditions for General (UR) category, shall be considered under General (UR) vacancies only.**

4.4 Other Backward Class – Non creamy layer (OBC-NCL)

27% reservation is applicable as per the Government of India rules. With regard to date of issue of certificate to claim OBC reservation under NCL, it should be based on the income for the financial year prior to the cut off date for determining the eligibility. i.e. OBC NCL certificate issued on the basis of income for the financial year 2024-25 (Appendix - II).