

3.2 Post Details and Level of Pay:

S. No.	Post Details	Subjects	Pay Matrix
1.	Principal	-	Level 12 (Rs.78800-209200/-)
2.	Post Graduate Teachers (PGTs)	English/Hindi/Physics/Chemistry/ Mathematics/Economics/Biology/ History/Geography/Commerce / Computer Science	Level 8 (Rs. 47600-151100/-)
3	TGTs	English/Hindi/Mathematics/Science/ Social Science/Regional Languages/ Computer Science	Level 7 (Rs.44900 – 142400/-)
4	Librarian		Level-7 (Rs.44900-142400/-)
5	Art/Music/Physical Education Teacher (Male / Female)		Level-6 (Rs.35400-112400/-)
6	Female Staff Nurse		Level-5 (Rs.29200-92300/-)
7	Hostel Warden (Male/Female)		Level-5 (Rs. 29200 - 92300/-)
8	Accountant	-	Level 6 (Rs. 35400-112400)
9	JSA	-	Level 2 (Rs. 19900-63200)
10	Lab Attendant	-	Level 1 (Rs. 18000-56900)

3.3 Scheme of Examination

3.3.1 Mode of Examination

Tier-I of EMRS Staff Selection Exam (ESSE-2025) will be conducted in MCQ “OMR Based (Pen-Paper)” mode while Tier-II will be combination of descriptive questions and MCQ “OMR Based (Pen-Paper)” mode. After Tier-II, there will be interview for the post of Principal and skill test for the post of Junior Secretariat Assistant.

3.3.2 Choice of Medium of Question/Exam Papers

Medium of Examination will be bilingual (i.e. in Hindi and English). However, in case of the Language Competency Test in Regional language* in Part-VI will be conducted in Regional Language opted by the candidate. Further, for the post of TGT (Regional Language), the medium of test for Part-V (Domain Knowledge) of Tier – I will be in concerned regional language.

3.3.3 Exam Pattern-

(1) PRINCIPAL

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	Reasoning & Numeric Ability	10	10	The test will be of 2 hours without any time limit for each part of the test individually.
Part-II	General Awareness	10	10	
Part-III	Academics and residential aspects (Detailed syllabus as on NESTS website)	30	30	
Part-IV	Administration and Finance (Detailed syllabus as on NESTS website)	30	30	
Part-V	Language Competency Test (General English and General Hindi- 10 marks each)	20	20	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
i) Academic and residential aspects ii) Administration and Finance Detailed syllabus is uploaded on the website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours duration
Total	55		100		

Tier -III (Only for Shortlisted Candidates on the basis of performance in Tier II examination)

- Personal interaction / Interview: 40 marks

Weightage for preparation of merit list

Weightage of written test (Tier II only) and Interview will be in ratio 80% and 20% while determining the merit list for the post of Principal.

(2) PGTs:

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours 30 minutes duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Teaching Aptitude	30	30	
Part-V	Domain Knowledge:		30	
	a) Experiential activity-based pedagogy and case study-based questions.	20		
	b) NEP-2020	10		
	Total	100	100	
Part-VI	Language Competency Test (General English and General Hindi-10 marks each subject). <u>This part is qualifying in nature only with minimum 40% marks together i.e., minimum 8 marks out of 20 marks combining English & Hindi.</u> Part-I to V of the candidate will not be evaluated, if he/she fails to attain qualifying marks in Part-VI.	20	20	

Note:

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list

Merit list for the post of PGT will be prepared on the basis of the performance in the Tier II examination only.

(3) TGTs

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the Test
Part-I	General Awareness	10	10	The test will be of 2 hours 30 minutes duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Teaching Aptitude	30	30	
Part-V	Domain Knowledge:		30	
	a) Experiential activity-based pedagogy and case study-based questions.	20		
	b) NEP-2020	10		
	Total	100	100	
Part-VI	Language Competency General English, General Hindi and Regional Language* (10 marks each subject). <u>This part is qualifying in nature only with minimum 40% marks in aggregate i.e.12 out of 30 (English, Hindi and Regional Language put together).</u> Part-I to V of the candidate will not be evaluated, if he/she fails to attain qualifying marks in Part-VI.	30	30	

Note: For all subjects of TGTs, Part-I to IV will be common. Part V will be subject specific and Part VI will be as per option exercised.

* (1) Assamese (2) Bengali (3) Bodo (4) Dogri (5) English (6) Garo (7) Gujarati (8) Hindi, (9) Kannada (10) Kashmiri (11) Khasi (12) Malayalam (13) Manipuri (14) Marathi (15) Mizo (16) Nepali (17) Odiya (18) Santhali (19) Telugu (20) Urdu

Option of Regional Language is limited to Scheduled languages of the States having notified vacancies. Every candidate has to opt 01 language out of aforementioned Scheduled languages. However, the standard of English & Hindi for those who are opting one of these two languages as regional language, will be higher than the standard as that of General English and General Hindi.

Selection of candidates for Tier -II will be based on the performance of Tier -I examination excluding the Language Competency (i.e., Part VI which is qualifying in nature).

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of TGT will be prepared on the basis of the performance in the Tier II examination only.

(4) Hostel Warden (Male and Female)

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total Marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Quantitative Aptitude	30	30	
Part-V	Language Competency General English, General Hindi and Regional Language* (10 marks each subject)	30	30	
	Total	100	100	

* (1) Assamese (2) Bengali (3) Bodo (4) Dogri (5) English (6) Garo (7) Gujarati (8) Hindi, (9) Kannada (10) Kashmiri (11) Khasi (12) Malayalam (13) Manipuri (14) Marathi (15) Mizo (16) Nepali (17) Odiya (18) Santhali (19) Telugu (20) Urdu

Option of Regional Language is limited to Scheduled languages of the States having notified vacancies. Every candidate has to opt 01 language out of aforementioned Scheduled languages. However, the standard of English & Hindi for those who are opting one of these two languages as regional language also, will be higher than the standard as that of General English and General Hindi.

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE - 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Hostel Warden will be prepared on the basis of performance in the Tier II examination only.

(5) ACCOUNTANT

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total Marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	20	20	
Part-III	Knowledge of ICT	20	20	
Part-IV	Quantitative Aptitude	30	30	
Part-V	Language Competency General English & General Hindi (10 marks each subject).	20	20	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Accountant will be prepared on the basis of the performance in the Tier II examination only.

(6) FEMALE STAFF NURSE

Tier-I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total Marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Quantitative Aptitude	30	30	
Part-V	Language Competency General English, General Hindi & Regional Language* (10 marks each subject).	30	30	
	Total	100	100	

* (1) Assamese (2) Bengali (3) Bodo (4) Dogri (5) English (6) Garo (7) Gujarati (8) Hindi, (9) Kannada (10) Kashmiri (11) Khasi (12) Malayalam (13) Manipuri (14) Marathi (15) Mizo (16) Nepali (17) Odiya (18) Santhali (19) Telugu (20) Urdu

Option of Regional Language is limited to Scheduled languages of the States having notified vacancies. Every candidate has to opt 01 language out of aforementioned Scheduled languages. However, the standard of English & Hindi for those who are opting one of these two languages as regional language also, will be higher than the standard as that of General English and General Hindi.

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Staff Nurse will be prepared on the basis of performance in the Tier II examination only.

(7) JUNIOR SECRETARIAT ASSISTANT:

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	Reasoning Ability	25	25	The test will be of 2 hours duration without any time limit for each part of test individually.
Part-II	Quantitative Aptitude	25	25	
Part-III	General Awareness	20	20	
Part-IV	Basic Knowledge of Computer Operation	10	10	
Part-V	Language Competency Test (General English)	10	10	
Part-VI	Language Competency Test (General Hindi)	10	10	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination) - Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Tier -III- Typing Test [will be assessed on PC (Personal Computer) only] **50 marks – qualifying marks shall be 20. This part shall be qualifying in nature. Candidates based on their merit in Tier-II shall be called for Tier -III i.e. Typing test in the ratio of 1:3.**

Preparation of merit list: Candidates who qualify the typing test will be considered for preparing the Merit list for the post of JSA on the basis of performance in the Tier II examination only.

(8) Lab Attendant:

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	Reasoning Ability	25	25	The test will be of 2 hours duration without any time limit for each part of test individually.
Part-II	Quantitative Aptitude	25	25	
Part-III	General Awareness	20	20	
Part-IV	Basic Knowledge of Computer Operation	10	10	
Part-V	Language Competency Test (General English)	10	10	
Part-VI	Language Competency Test (General Hindi)	10	10	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Totalmarks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Lab Attendant will be prepared on the basis of performance in the Tier II examination only.

Note:

1. A common Tier -I test will be conducted for JSA & Lab Attendant posts. If a candidate applies for both JSA & Lab Attendant posts, the score of candidate in the common Tier -I test will be considered for both the posts for shortlisting candidates for Tier -II.
2. Similarly, common Tier -I test will be conducted for Hostel Warden & Female Staff Nurse posts. If a candidate applies for both Hostel Warden & Female Staff Nurse posts, the score of candidate in the common Tier -I test will be considered for both the posts for shortlisting candidates for Tier -II.

3.4 Marking Scheme

One mark (1) shall be awarded to every correct answer and 1/3 marks shall be deducted for every incorrect answer. Unanswered questions will not be given any marks.

Important Note for Multiple Choice Questions – To answer a question, the candidates need to mark only one option on the OMR sheet corresponding to the correct answer. Filling up or darkening more than one response in any question will be treated as wrong response and 1/3 marks will be deducted as in the case of incorrect answer. Further, if any misprinting or ambiguity in any of the question(s) is noticed by the subject experts at the time of verification of challenges of answer keys after conduct of examination, a policy decision will be taken as per the recommendation of subject experts.