



NAVODAYA VIDYALAYA SAMITI (BHOPAL REGION)

(AN AUTONOMOUS ORGANIZATION UNDER MINISTRY OF HUMAN RESOURCE DEVELOPMENT)
DEPT. OF SCHOOL EDUCATION & LITERACY, GOVT. OF INDIA.
A-1351-A, ALAKAPURI, GATE NO.02 BHOPAL - 462024 (M.P.)

APPOINTMENT OF TEACHERS ON CONTRACT BASIS

Application are invited to the various Teaching posts for the session 2019-20 in Jawahar Navodaya Vidyalayas of the States of Madhya Pradesh, Chhatisgarh & Odisha on contract basis through Registered Post or in person in the office of the concerned JNV.

The last date for submission of application form in respective vidyalaya is 10.06.2019. For detailed information regarding subject wise vacancy, eligibility criteria, educational qualification, etc., applicant may visit the website of NVS, RO, www.nvsrobhopal.com and Jawahar Navodaya Vidyalaya of the concerned district (website addresses and postal addresses of JNVs which are available on the website of NVS,RO, Bhopal www.nvsrobhopal.com . The criteria for selection will be on merit based on educational qualification, Professional qualification, curricular/co-curricular activities achievements and experience . There will be no interview. The tentative meril list of candidate found eligible for the post applied will be uploaded in the website of JNV concerned.

The applicants will have to produce original documents for verification personally in the respective Jawahar Navodaya Vidyalaya only. Date for verification of documents for the post of PGTs is 17.06.2019 & TGTs, Misc. Category Tr. & Vocation Teacher is 18.06.2019. The final merit list of selected teachers will be available by 03rd week of June, 2019 on the website of JNV concerned.

Sd/
DEPUTY COMMISSIONER

[Handwritten Signature]
21/05



नवोदय विद्यालय समिति

मानव संसाधन विकास मंत्रालय का एक स्वायत्त संस्थान
(स्कूल शिक्षा एवं साक्षरता विभाग) भारत सरकार, क्षेत्रीय कार्यालय
ए-135/ए अलकापुरी, हबीबगंज, भोपाल-462024

संविदा आधार पर शिक्षकों की नियुक्ति

नवोदय विद्यालय समिति, क्षेत्रीय कार्यालय, भोपाल के अन्तर्गत संचालित जवाहर नवोदय विद्यालयों में शैक्षणिक सत्र 2019-20 हेतु रिक्त विभिन्न शैक्षणिक पदों पर संविदा आधार पर शिक्षकों की नियुक्ति हेतु आवेदन पत्र पंजीकृत डाक अथवा स्वयं अभ्यर्थी द्वारा सम्बंधित विद्यालयों में आमंत्रित किये जाते हैं। सम्बंधित विद्यालयों में आवेदन प्राप्त होने की अन्तिम तिथि 10.06.2019 है। आवेदन पत्र एवं विस्तृत शर्तों की जानकारी के लिए नवोदय विद्यालय समिति, क्षेत्रीय कार्यालय, भोपाल सम्भाग की वेबसाइट www.nvsrobhopal.com एवं सम्बंधित जवाहर नवोदय विद्यालय के वेबसाइट का अवलोकन करें। चयन का आधार साक्षात्कार न होकर शैक्षणिक/सह-शैक्षणिक, व्यवसायिक योग्यता एवं सम्बंधित विषय में अनुभव के आधार पर प्राप्त अंको की मेरिट होगी। चयनित उम्मीदवारों की अस्थायी मेरिट सूची सम्बंधित विद्यालय की वेबसाइट पर उपलब्ध होगी।

विद्यालय स्तर पर अभिलेखों की जाँच (अभ्यर्थी की स्वयं की उपस्थिति में) सम्बंधित विद्यालय में दिनांक 17.06.2019 को पी0जी0टी0 एवं दिनांक 18.06.2019 को टी0जी0टी, वोकेशनल शिक्षक एवं विविध श्रेणी शिक्षको (पीईटी/लाईब्रेरियन/संगीत/कला शिक्षक) की होगी।

चयनित उम्मीदवारों की अंतिम सूची सम्बंधित जवाहर नवोदय विद्यालय की वेबसाइट पर जून माह के तृतीय सप्ताह में उपलब्ध होगी।

सही/-
उपायुक्त

JAWAHAR NAVODAYA VIDYALAYA DISTT
NOTICE FOR EMPANELMENT/ENGAGEMENT OF TEACHERS ON CONTRACT BASIS

Jawahar Navodaya Vidyalaya------(school name)----- (residential co-educational school system under Navodaya Vidyalaya Samiti Ministry of HRD, Govt. of India), invites applications from eligible candidates for empanelment and engagement of teachers purely on contract basis for the **academic session 2019-20**. JNVs being residential in nature makes it mandatory for the teachers to reside in the Vidyalaya campus to attend residential school duties besides teaching. Boarding and Lodging will be provided as available at the JNV site.

Application formats alongwith all other relevant details are available on the website of Navodaya Vidyalaya Samiti, Regional Office, Bhopal www.nvsrohopal.com and on the website of JNVs of the concerned district (website addresses and postal addresses of JNVs) are available on the website of NVS,RO,Bhopal www.nvsrohopal.com.

REMUNERATION OFFERED :

PGTs - Normal station Rs. 27,500/-pm, hard station Rs. 32,500/-pm)

TGTs- Normal station Rs. 26,250/-pm, hard station Rs. 31,250/-pm

Vocational Teacher : Normal station Rs. 26,250/-pm, hard station Rs. 31,250/-pm

Misc. Category Teachers - Normal station Rs. 26,250/-pm, hard station Rs. 31,250/-pm

UPPER AGE LIMIT – Upper age limit is 60 years for PGTs/TGTs/Misc. Category Teachers & Vocational Teacher and In case of Retired Teacher upper age limit is 65 years as on 30.05.2019

Interested/eligible applicants can download the application format as stated above and apply to the Principal, Jawahar Navodaya Vidyalaya Distt. (name of the concerned JNV) where he/she wishes to apply for empanelment. A candidate willing to apply for more than one post will have to apply separately for each post.

The candidates are advised to annex self attested testimonials in support of his/her age, qualification, experience, scholastic/non-scholastic achievements alongwith the application form as the merit list will be prepared by concerned JNV on the basis of his/her scholastic/non-scholastic achievements only. **No separate interviews will be held.** The cut-off date for determining the eligibility will be **30.05.2019**. The tentative merit list of candidate found eligible for the post applied will be uploaded on the website of JNV concerned on **12.06.2019**.

The candidates are requested to appear before the duly constituted Vidyalaya Appointment Committee for **PGTs on 17.06.2019 for TGTs & Misc. Cat. Tr. & Vocation Teacher on 18.06.2019** along with all relevant original documents, where he/she has applied for the post for verification and to accept offer of appointment (if offered). In case of his/her non appearance, next available empanelled candidate will be offered the offer of appointment. Henceforth they are advised to apply in one JNV only of his/her choice. Once the Vidyalaya completes the offer of appointment against the available vacancies on merit basis, the rest of the panel will be kept in the vidyalaya concerned for further reference and posting of teachers, if required by other JNVs. The final merit list of selected candidates will be available by 03rd week of June, 2019 on the website of JNV concerned.

Applications, strictly in the prescribed formats, can be submitted to the office of the Principal/JNV concerned on all working days between from **01.06.2019 To 10.06.2019** where the candidates(s) wish to apply. Applications can be either sent through **registered/speed post only** or can be submitted in person in the office of the concerned JNV between **9.00 a.m. to 4.00 p.m.** on all working days. **No applications will be accepted in the Regional Office at Bhopal.**

The last date of accepting applications in the Office of the Principal of concerned JNV where the candidates wish to apply is **10.06.2019**.

Subject-wise tentative vacancies of PGTs/TGTs/Misc. Category Tr. & Vocation Teacher are as under. These vacancies are tentative and subject to change.

Post	Number of post vacant													
	Hindi	English	Maths	Physics	Chemistry	Biology	Bio-tech	Hist.	Geog.	Econ.	Comm.	PGT(I.T.)		
PGT														
TGTs/ Misc. Cat. Tr.	Hindi	English	Maths	Science	S.St.	3 rd Lang. Tr. (mention name of Language)	Art	Music Tr.	PET (M)	PET (F)	Librarian	Voc. Tr.		

No traveling expenses will be paid to candidate for appear before the Appointment Committee for verification of documents.


PRINCIPAL



ANNEXURE-D-I

JAWAHAR NAVODAYA VIDYALAYA

Distt. _____

FORMAT FOR PGTs / TGTs & Misc. Category Tr. (other than
FCSA) FOR EMPANELMENT OF TEACHERS PURELY ON CONTRACT BASIS FOR THE
SESSION 2019-20

PART-I

1. Application for the post of _____ (on contract basis)

2. Name : _____

3. Date of Birth : _____ Age as on 30.05.2019 : _____

4. Father/Husband's Name : _____

5. Full Correspondence Address: _____

Latest Passport
size photo affix

Vill; _____

P.O. _____

Teh. _____

Distt. _____

Pin code No. _____

6. Contact Phone No. STD Code. _____ Phone Nos. _____

Mobile No. _____

7. Category to which belong : _____
(Gen./SC/ST/ OBC/ PH /Navodaya Spouse)

8. In case of Navodaya Vidyalaya Spouse, given full details :

9. Name of spouse : _____

10. Post Held & Place of Posting : _____

B. EDUCATIONAL QUALIFICATION (for PGTs & TGTs)

Sl.No.	Qualifications	Maximum Marks	Marks secured	% of marks obtained	Remarks
1.	High School (Class 10 th)				
2.	Intermediate +2 (Class 12 th)				
3.	Graduation-B.A./B.Sc./B.Com./B.C.A./ B.E.) (Others, please specify)				
4.	Post Graduation in the subject (Mention subject)				
5.	B.Ed. (Theory & Practical)				
6.	CTET conducted by CBSE				
7.	M.Ed.				
8.	M.Phil./Ph.D.				
9.	Additional Qualifications, if any				

(Kindly enclose proof in respect of conversion of grades into marks.)

C. SUBJECT COMBINATION AT GRADUATION (only for TGTs)

Course of study	Ist Year		IInd Year		IIIrd Year		Total Marks obtained (all year together)	Maximum Marks allowed (all year together)	Remarks
	Subject Studied	%age of Marks obtained	Subject Studied	%age of Marks obtained	Subject Studied	%age of Marks obtained			
	1								Attach copy of mark sheet of B.Sc./B.A.- I, II & III
	2								
	3								

D. EDUCATIONAL QUALIFICATION (for Misc. Category Teacher)

Sl.No.	Qualifications	Maximum Marks	Marks secured	% of marks obtained	Remarks
1.	High School (Class 10 th)				
2.	Intermediate +2 (Class 12 th)				
3.	Minimum Essential Qualification in the concerned subject as per RRs 1.----- 2.-----				
4.	Next Higher Qualification in concerned subject 1.-----				
5.	Additional Qualifications, if any				

(Kindly enclose proof in respect of conversion of grades into marks.)

E. CO- SCHOLATIC ACHIEVEMENT:

Sl.No.	Activities	
01	Representing National/SGFI in Sports and Games	Attach copy of certificate
02	Representing State/University/Region in Sports and Games	Attach copy of certificate
03	Representing Distt. In Sports and Games	Attach copy of certificate
04	NCC 'C'/'B'/'A' Certificate	Attach copy of certificate
05	NSS	Attach copy of certificate
06	Scout & Guide President award/Governor Award/Tritiya Sopan	Attach copy of certificate
07	Certificate of performance awarded by Govt. Institution in Art/Music/Literature at "National Level"	Attach copy of certificate
08	Certificate of performance awarded by Govt. Institution in Art/Music/Literature at "State Level"	Attach copy of certificate
09	Teaching experience in day school/Residential	Attach copy of certificate

F. TEACHING EXPERIENCE:

S.No.	Name of organization (School/College)	Whether Govt. or Govt. aided school	Whether Residential or day school	Class(es) taught	Pay scale or consolidated remuneration	Nature of appointment regular/contract /part time	Period of Experience Possessed		
							From	To	Completed Year (s) of experience

UNDERTAKING

- (i) Certified that the information given above is correct and true. If any discrepancy is found, my candidature may be rejected and I shall have no claim for selection.
- (ii) I am willing to accept the offer of appointment in any of JNVs of Bhopal Region (MP/CG/Orissa).
- (iii) I further understand that this appointment is purely on contract and does not confer the right for regularization.

Signature of the candidate _____
with name

Date : _____

Place : _____

PART-II CERTIFICATE (For office use)

*Certified that I have scrutinized personally the information in Part-I above with Original documents and found in Order. Candidate is eligible for the post / *Shortcomings observed if any.*

Sl.No.	Nature of Shortcoming	Remarks

Signature of verifying officer
with name & designation

Signature of the Member Secretary
of the Selection Committee
with name & designation

ANNEUXRE-E**ELIGIBILITY CRITERIA FOR THE POSTS OF PGTs**

PGT- HINDI, ENGLISH, MATHS, PHYSICS, CHEMISTRY, BIOLOGY, HISTORY, GEOGRAPHY, ECONOMICS, COMMERCE, COMPUTER SCIENCE and BIO. TECH.	
TGT- HINDI, ENGLISH, MATHS, SCIENCE, SOCIAL STUDIES & 3rd Lang. Tr.	
ELIGIBILITY CRITERIA FOR PGTs	
Two year Integrated Post Graduate M.Sc. Course from Regional College of Education of NCERT in the concerned subject with at least 50% marks in aggregate. OR Master's Degree from a recognized university with at least 50% marks in aggregate in the following subject.	
PGT(Hindi)	Post Graduate in Hindi
PGT(English)	Post Graduate in English
PGT(Maths)	Maths/Applied Mathematics
PGT(Physics)	Post Graduate in Physics/Applied Physics/Electronics Physics/Nuclear Physics
PGT(Chemistry)	Post Graduate in Chemistry/Bio. Chemistry
PGT(Biology)	Post Graduate in Botany/Zoology/Life Science/Bio. Sciences/ Genetics/Micro Biology/Bio-Technology/ Molecular Bio/Plant Physiology provided that applicant had studies Botany and Zoology at Graduation level.
PGT(History)	Post Graduate in History
PGT(Geography)	Post Graduate in Geography
PGT(Economics)	Post Graduate in Economics/Applied Economics/Business Economics
PGT(Commerce)	Post Graduate in Commerce with Accounting/Cost Accounting/Financial Accounting as a major subject of study. Holders of Degree of M.Com. in Applied/Business Economics shall not be eligible.
(a) B.Ed. or equivalent qualification from a recognized University. (b) Proficiency in Teaching in Hindi and English	
DESIRABLE QUALIFICATIONS	
(a) Experience of working in a residential school. (b) Knowledge of Computer application.	
PGT(Computer Science)	At least 50% marks in aggregate in any of the following : BE or B.Tech (Computer Science/IT) from a recognized University or an equivalent Degree of Diploma from an Institution/University recognized by the Govt. of India. OR BE or B.Tech (any Stream) and Post Graduate Diploma in Computers from recognized University. OR M.Sc.(Computer Science)/MCA or Equivalent from a recognized University. OR B.SC.(Computer Science)/ BCA or Equivalent and Post Graduate Degree in any subject from a recognized University. OR Post Graduate Diploma in Computer and Post Graduate Degree in any subject from a recognized University. OR 'A' Level from DOEACC and Post Graduate Degree in any subject (a) DESIRABLE QUALIFICATIONS – B.Ed. Degree. (b) Knowledge of Multi Media and Web Technology, Computer Science & Informatics Practices .
PGT(Bio.-Technology)	M.Sc. (Biotechnology or Biochemistry or Genetics or Microbiology of Life Sciences) (Condition of B.Ed. is not required)

NB: Retired teachers up to age of 62 years may be engaged subject to their fitness and willingness.

ELIGIBILITY CRITERIA FOR THE POSTS OF TGTs

- (a) Four years Integrated degree course of Regional College of Education or NCERT with at least 50% marks in the concerned subject as well as in the aggregate.

OR

A Bachelor degree in relevant subject with 50% marks or above in aggregate as well as in the concerned subject comprising the combination as under and B.Ed.

SUBJECT COMBINATION IN GRADUATION FOR TGTs

• TGT(Hindi)	Candidate must have studied Hindi as Elective Subject at Graduation Level.
• TGT(English)	Candidate must have studied English as Elective Subject at Graduation Level.
• TGT(Maths)	Maths, Physics & Chemistry
• TGT(Science)	Botany, Zoology & Chemistry.
• TGT(S.St.)	History with Geography/Economics/Political Science, OR Geography with History/Economics/Political Science.

TGT	Subjects	Essential Qualifications			Age as on 31.05.2018
Hindi	i) Candidates should have studied the subject Hindi as an elective subject ii) Candidates must have studied the subject for all the three year in graduation. iii) Candidate should also have secured 50% marks in aggregate individually in the subjects during all the years of study. iv) Candidate should have secured at least 50% marks in aggregate in the graduation degree also .	4 years integrated degree course from RIE of NCERT in concerned subject with at least 50% marks in aggregate. OR Bachelor's degree in concerned subjects from Recognized University with at lease 50% marks in aggregate.	B.Ed. or Equivalent qualification from Recognized University	Proficiency in Teaching in Hindi and English Language	Upto 60 years
English	i) Candidates should have studied the subject English as an elective subject ii) Candidates must have studied the subject for all the three year in graduation. iii) Candidate should also have secured 50% marks in aggregate individually in the subjects during all the years of study. iv) Candidate should have secured at least 50% marks in aggregate in the graduation degree also .				
Maths	i) Candidates should have studied Maths, Physics and Chemistry during all three years of graduation . ii) In case of such Universities which provide for only two subjects out of the three as mentioned above, in the final year of graduation, the candidate should have studied Maths and Physics in the final year of examination and all the three subjects, viz. Maths, Physics and Chemistry in the first and second years of graduation. iii) Candidates who have passed B.Sc. degree with Honours in Maths subject would be considered eligible only if they have studied Physics and Chemistry in first and second year of the course. Candidates with B.Sc.(Hons.) in Physics or Chemistry are not eligible for the post of TGT(Maths) . iv) Candidate should also have secured 50% marks in aggregate individually in these subjects during all the years of study. v) Candidate should have secured at least 50% marks in aggregate in the graduation degree also .				

Science	<p>Candidates should have studied Botany, Zoology and Chemistry during all three years of graduation .</p> <p>ii) In case of such Universities which provide for only two subjects out of the three as mentioned above, in the final year of graduation, the candidate should have studied any of the two subject out of Botany, Zoology and Chemistry in the final year of examination and all the three subjects, viz. Botany, Zoology and Chemistry in the first and second years of graduation.</p> <p>iii) In case of Honours degree in any of the above mentioned three subjects, the candidate must have studied other two subjects in the First and Second year of the course.</p> <p>iv) Candidate should also have secured 50% marks in aggregate individually in these subjects during all the years of study.</p> <p>v) Candidate should have secured at least 50% marks in aggregate in the graduation degree also</p>				
Social Studies	<p>i) The candidate should have studied any of the two subjects out of the following subject combinations in graduation.</p> <p>A) History with Geography/ Economics/ Political Science OR B) Geography with History/ Economics/Political Science</p> <p>ii) History/Geography as above, should have been studied for all three years in the graduation.</p> <p>iii) In case of Honours degree in History the candidate should have studied Geography/Economics/Political Science in 1st and 2nd year. Similarly, in case of the Honours degree in Geography, the candidate should have studied History/Economics/Political Science in 1st and 2nd year. Candidate with BA(Hons.) in Economics or Political Science are not eligible for the post of TGT Social Studies.</p> <p>iv)Candidate should also have secured 50% marks in aggregate individually in these subjects during all the years of study.</p> <p>v) Candidate should have secured at least 50% marks in aggregate in the graduation degree also</p>				
TGT (IIIrd Language)	<p>Concerned Regional Language as an elective subject at Degree level.</p> <p>(b) B.Ed. or equivalent qualification from recognized university.</p> <p>(c) Competence to teach through English & Hindi/concerned Regional Language as the case may be.</p>				

NB:

- i) Retired teachers up to age of 62 years may be engaged subject to their fitness and willingness.

ELIGIBILITY CRITERIA FOR MISC. CATEGORY OF TEACHERS

TGT	Essential Qualifications	Desirable qualifications	Age as on 31.05.2018
Art Teacher	<p>5 years recognized Diploma in any discipline of Fine Arts as Drawing/Painting/Sculpture/ Graphic Arts/Craft after passing Secondary Examination (Class X or equivalent)</p> <p align="center">OR</p> <p>Post Graduate Degree in Drawing and Painting. Fine Arts from a recognized University/Institution</p> <p align="center">OR</p> <p>Four years Diploma in Fine Arts/Crafts from Vishwa Bharti Shanti Niketan</p> <p align="center">OR</p> <p>B.Ed. Degree/Diploma in Fine Arts from Regional College of Education. (Degree of Bachelor of Fine Arts(BFA) after Class XII will be considered as equivalent to Five years Diploma in Fine Arts after Class X.)</p>	<p>i) B.Ed. or equivalent teaching degree from recognized University.</p> <p>ii) Working knowledge of English and Hindi or other Regional language.</p> <p>iii) Experience of working in a residential school</p>	Upto 60 years
Music Teacher	<p>Five years study in Music institution recognized by the concerned State Govt. as equivalent to Graduate/Post Graduate degree .</p> <p align="center">OR</p> <p>A Bachelor's Degree with Music from a recognized university and B.Ed.</p> <p align="center">OR</p> <p>Higher Secondary/Sr. Secondary with any one of the following: Sangeet-Vishard examination of Gandharva Mahavidyalaya Mandla, Bombay or Bhtkhande Sangeet Vidyalapeeth, Lucknow or Indra Kala Sangeet Vishwa Vidyalaya, Khairagarh or Sangeet Prabhakar examination of the Prayag Sangeet Samiti ,Allahabad.</p> <p align="center">OR</p> <p>Following Degree/Diploma awarded by Pracheen Kala Kendra, Chandigarh :</p> <p>(a) Sangeet Bhaskar with Graduation in any discipline.</p> <p>(b) Sangeet Nritya Bhushan with graduation in any discipline.</p> <p>(c) Sangeet Bhushan or Sangeet Nritya Visharad with Sr.Secondary/ Intermediate/Part-I examination of 3 years degree course.</p>	<p>i) Working knowledge of English and Hindi or other Regional Language .</p> <p>ii) Experience or working in a residential school</p>	
Physical Education	<p>Bachelor's degree in Physical Education from a recognized institution.</p> <p align="center">OR</p> <p>D.P.Ed. from a recognized University/Institution provided that the admission qualification for the diploma is atleast a University's degree/.</p>	<p>i) Working knowledge of English and Hindi or other Regional Language .</p> <p>ii) Experience or working in a residential school</p>	
Librarian	<p>University's Degree in Library Science from a recognized institution .</p> <p align="center">OR</p> <p>Graduation with one year Diploma in Library Science from a recognized institution.</p> <p>Working knowledge of English and Hind or other</p>	<p>i) Working knowledge of English and Hindi or other Regional Language .</p> <p>ii) Experience or working in a residential school</p>	

NB: Retired teachers up to age of 62 years may be engaged subject to their fitness and willingness.

ELIGIBILITY CRITERIA FOR VOCATIONAL TEACHERS OF TEACHERS

Vocation Tr.	Essential Qualifications	Desirable qualifications	Age as on 31.05.2018
Hospitality & Tourism	Degree/3 Year Diploma in Hotel Management from an Institute affiliated to National council for Hotel Management/State Board of Technical Education/ Recognized University. The candidate must have secured at least 60% marks in Degree/Diploma in Hotel Management	i) Proficiency in Teaching in Hindi and English Language. ii) Experience or working in a residential school	
Hotel Management (HM)	PG Degree or 5 Years PG Diploma in Hotel Management	i) Proficiency in Teaching in Hindi and English Language. ii) Experience or working in a residential school	
Financial & Market Management	M.Com/MBA/MA(Eco.)/Master of Financial Control /Financial services or equivalent for accounting for business OR Bachelor Degree from a recognized University/Institutes with NSE's Certificate in Financial Market (NCFM) having passed 3 modules with minimum 60% marks in (1) Financial Markets (Beginners Module) (2) Capital Market Dealers Module (3) Derivative Market Dealers Module OR Bachelors Degree in Computer Science/ having passed 3 modules with minimum 60% marks in (i) Financial Markets (Beginners Module) (ii) Capital Market Dealers Module (iii) Derivative Market Dealers Module OR Bachelors Degree in Computer Science/ Application from a recognized University/ Institutes with minimum 2 years experience of working in all the modules of MS Office (Word, Excel, Power point, Outlook).	i) Bachelor of education or Teaching Degree from a recognized University ii) Having experience of accounting software	

NB:

- i) Retired teachers up to age of 65 years may be engaged subject to their fitness and willingness.