# FREQUENTLY ASKED QUESTIONS (FAQs)

**Recruitment of STEM Teachers for the Royal Government of Bhutan – Phase IV**
Advertisement No: EdCIL/Bhutan Secondment of STEM Teachers/2026-27

## A. About the recruitment

**Q1. What is this recruitment for?**

EdCIL (India) Limited is hiring Indian PGT teachers on behalf of the Ministry of Education and Skills Development, Royal Government of Bhutan (RGoB). Selected teachers will teach in Bhutan Government higher secondary schools on a contract basis. EdCIL is a Mini Ratna Category-1 CPSE under the Ministry of Education. This is Phase IV, Advertisement No.: EdCIL/Bhutan Secondment of STEM Teachers/2026-27.

**Q2. Which posts are open and how many vacancies are there?**

| Post | Vacancies |
|---|---|
| Computer Science/ICT | 30 |
| Mathematics | 10 |
| **Total** | **40** |

**Q3. What are the important dates?**

| Event | Date |
|---|---|
| Online registration opens | 25 November 2026 |
| Cut-off date for age, qualification and experience | 25 November 2026 |
| Last date to register and submit | 11 December 2026 |

Do not wait for the last day. Apply well before 11 December 2026 to avoid last-minute problems.

**Q4. Where do I apply?**

Only online, through the EdCIL website: https://edcilteacherrecruitment.com. Applications by post, email, hand or any other mode will not be accepted.

**Q5. Who can apply?**

Only Indian nationals who meet all the eligibility conditions in Section B.

## B. Eligibility

**Q6. What qualifications and experience do I need?**

The two posts have the same rules except for B.Ed. and the type of technology skill.

| Requirement | Computer Science/ICT | Mathematics |
|---|---|---|
| **Master's degree** | In the relevant field, from a recognised university, with at least 60% marks | In the relevant field, from a recognised university, with at least 60% marks |
| **B.Ed.** | Preferred, not compulsory | Compulsory |
| **Teaching experience** | 5 years teaching the relevant subject to grades 7 to 12 | 5 years teaching the relevant subject to grades 7 to 12 |
| **Technology skill** | High skill in using technology for teaching CS/ICT, plus leadership in technology. Proof: use of new ed-tech, advanced ICT tools in class, ICT trainings or teacher development programmes you conducted | High skill in using technology for teaching Mathematics. Proof: your initiatives in using ICT to teach maths |
| **English** | Able to teach in English | Able to teach in English |
| **Age** | 55 years or below as on 25 November 2026 | 55 years or below as on 25 November 2026 |
| **Health** | Physically fit, with no medical condition that would affect your work. Medical certificate needed at joining | Physically fit, with no medical condition that would affect your work. Medical certificate needed at joining |
| **Classes you must teach** | Grades 7 to 12 | Grades 7 to 12 |

**Q7. Is B.Ed. compulsory?**

For Mathematics, yes. For Computer Science/ICT, no. It is preferred, so a B.Ed. may help your application, but you can apply without it.

**Q8. What kind of teaching experience counts?**

You need 5 years of teaching the relevant subject to grades 7 to 12. Experience at a university, college or any institution above grade 12 is also considered, but only if you have also taught in a school before.

**Q9. I teach in a college now. Can I apply?**

Yes, if you have earlier school teaching experience. College or university experience alone is not enough.

**Q10. What is the cut-off date for eligibility?**

25 November 2026, for every condition: age, qualifications and experience. By that date you must already hold your degree (and B.Ed. for Mathematics) and have completed 5 years of teaching.

**Q11. Is there any age relaxation for SC/ST/OBC, PwD, ex-servicemen or others?**

No. No age or category relaxation is given to any candidate.

**Q12. I work in a government organisation. Can I apply?**

Yes. If you are shortlisted, bring a No Objection Certificate (NOC)/ Vigilance clearance/ Service certificate to the document verification or interview.

**Q13. If I meet all the conditions, will I surely get an interview call?**
No. Meeting the conditions only makes you eligible. A panel shortlists candidates and may call only as many as needed (see Q39).

## C. Salary, contract and benefits

**Q14. What is the salary?**
Rs. 1,40,000 (Rupees One Lakh Forty Thousand) per month, consolidated gross, paid from the date you join.

**Q15. Will anything be deducted from the salary?**
Yes. Local tax under Bhutan's Income Tax Act and Health contribution of 1% of the gross salary.

**Q16. How long is the contract?**
A minimum of 2 years. It may be renewed based on your performance and the need for your subject.

**Q17. Where will I be posted? Can I choose the place?**
You can be posted anywhere in Bhutan, and you may be moved to another place during your tenure. The Royal Government of Bhutan decides this based on its needs.

**Q18. Will my travel to Bhutan be paid?**
Yes. You get an air ticket from India to Bhutan when you start, and from Bhutan to India when your tenure ends. The ticket is for you only.

**Q19. Can my family come with me?**
The air ticket covers only you. If your spouse, children or other family members travel to Bhutan, you must arrange their travel yourself.

**Q20. What documents are required for travelling to Bhutan?**
Either a valid Indian passport or voter ID is mandatory for travelling to Bhutan. This document is checked at the immigration points in India and Bhutan.

**Q21. Will my travel to India during or before the end of my tenure be paid for?**
Should a candidate return to India before completing the tenure, the cost of travel shall be borne by the candidate. Likewise, the cost of travel for any visit to India during the tenure for vacation or personal purposes shall be borne by the candidate.

**Q22. What about leave, medical benefits and other terms?**
These will be as per your contract with the Royal Government of Bhutan.

**Q23. Will I get help with the work permit?**
Yes. The Royal Government of Bhutan will give all necessary help with the work permit, as applicable.

**Q24. Which rules govern my appointment, renewal or termination?**
The applicable laws of the Royal Government of Bhutan.

## D. How to apply

**Q25. What are the steps to apply?**
The application is a two-step online process.

1. Read the advertisement and eligibility conditions carefully.
2. **Step 1 – Registration:** on the EdCIL portal, enter your full name, date of birth, email ID and a password.

3. You will receive your login ID and password on your registered email. Keep this email until you finish all steps, and for future reference.
4. **Step 2 – Application form:** log in with these details, fill in the full form, and upload your photo, signature and documents.
5. Check everything, then submit on or before 11 December 2026.
6. Print the submitted application. You must bring this printout, with your photo pasted on it, to document verification at the interview.

**Q26. I am not able to apply using my mobile and getting errors.**

Please try to apply using a computer only. Mail the error screenshot to helpsecondment@edcil.co.in

**Q27. What should I keep ready before I start?**

- A valid personal email ID
- Mark sheets of Class 10, Class 12, final mark sheet of Graduation, Post-Graduation and B.Ed. (as applicable)
- Latest resume (see Q30)
- Any other qualification documents you will enter in the form
- Recent photograph and signature, scanned as per Q36
- Work experience certificate showing last pay drawn (see Q31)
- PAN card
- Passport or Voter ID as ID proof

**Q28. How should I fill in my name and date of birth? What if my name has changed since Class 10?**

Fill in your name, date of birth and your parents' names exactly as they appear in your Class 10 (Matriculation or equivalent) certificate or mark sheet. If your name has changed since Class 10, You must submit valid government-issued proof of the name change at the document verification stage, on the date of the interview.

**Q29. Why is my email ID so important?**

All communication, including login details, call letters and updates, is sent only to your registered email. Use your own personal email, keep it active until the recruitment is over, and do not share it with anyone. Check your spam folder regularly. EdCIL is not responsible for emails lost because of a wrong or invalid email ID.

**Q30. What should my resume include?**

Your qualifications, skills, English proficiency, skill with ICT tools, and any teaching awards you have received. The selection committee uses your resume to shortlist candidates for interview, so make it complete and clear.

**Q31. I do not have a work experience certificate. What can I submit?**

Your joining letter plus your latest 3 months' salary slips. All these papers must be on the employer's letterhead. Handwritten certificates are not accepted as proof.

**Q32. I have worked in more than one school. What should I upload?**

Upload a separate work experience certificate for each job you enter in the form.

**Q33. The form asks for my English level. Which one should I choose?**

Choose the level that honestly matches your ability:

| Level | What it means |
|---|---|
| **Beginner** | Basic knowledge with frequent errors. You can speak in full sentences on simple topics. |

| Level | What it means |
|---|---|
| **Intermediate** | Occasional errors with new or complex words. You can talk about many topics and explain complex ideas with moderate accuracy, though you may lack technical vocabulary. |
| **Advanced** | Very rare errors. You understand almost all spoken and written English you come across. |

**Q34. Which fields are compulsory?**
All fields marked with an asterisk (*). An incomplete application in any respect will be rejected.

**Q35. Can I correct my application after submitting it?**
No. Changes are not allowed after submission, and no request to change any details will be accepted. If the details you entered do not match your original documents, your application may be rejected. Check every entry carefully before you submit.

## E. Photo, signature and document uploads

**Q36. What are the rules for uploading my photo, signature and documents?**

| Item | File type | File size | Other rules |
|---|---|---|---|
| **Photograph** | JPG or JPEG | 20 kb to 50 kb | Recent colour passport-size photo, not older than 1 month old. White background. Size 3.5 cm × 4.5 cm, scanned at 200 dpi. No sunglasses, goggles, face mask or any face cover. |
| **Signature** | JPG or JPEG | 50 kb to 100 kb | Recent signature in running handwriting, Blue/Black ink pen on white paper. Must match the signature on your government ID. |
| **Certificates and documents** | JPG, JPEG or PDF | 100 kb to 500 kb | One work experience certificate for each job entered in the form. |

**Q37. Which ID proof is accepted? Does my passport need any validity?**
PAN card, plus a Passport or Voter ID as ID proof. Passport must be valid for the entire tenure of the contract.

**Q38. Do I need to carry an ID to the interview?**
Yes. Carry a valid government ID proof on the day of the interview.

## F. Shortlisting, interview and selection

**Q39. How are candidates shortlisted?**
A panel of officials from India and the Royal Government of Bhutan screens the applications. They look at your qualifications, suitability, experience and resume. RGoB may call only the required number of candidates needed for interview.

**Q40. Is there a written test?**
No written test is mentioned.

**Q41. Where will the interview be held?**
In New Delhi only. It is a physical (in-person) interview, not online.

**Q42. How will I know if I am called for interview?**

Shortlisted candidates get the venue, date and schedule by email on their registered email ID. EdCIL will not send any other separate intimation. You must download and print your admit card or interview letter yourself.

**Q43. Can I change my interview date or venue?**

No. Requests to change the interview date or venue will not be accepted under any circumstances.

**Q44. What should I bring to the interview?**

- Printout of your submitted online application, with your photo pasted on it
- All original certificates for age, qualifications, experience and other details
- If your name has changed since Class 10, valid government-issued proof for the same
- Passport or Voter ID as ID proof (as submitted in the application form). Passport must be valid for the entire tenure of the contract.
- Self-attested copies of above-mentioned certificates and IDs
- A valid government ID proof
- NOC/VIGILANCE/SERVICE certificate, if you work in a government organisation

If any document is missing, your candidature may be cancelled.

**Q45. If I get a call letter, does it mean I am eligible?**

No. Your candidature stays provisional at every stage. EdCIL can check your eligibility at any time, before or after selection.

**Q46. Who makes the final selection?**

The Royal Government of Bhutan. It decides both the shortlisting and the final selection.

**Q47. What can lead to disqualification?**

You can be disqualified, and barred from EdCIL recruitment permanently or for a set period, for any of these:

- Impersonation, or getting someone else to impersonate you
- Using any unfair or irregular means during selection
- Trying to get support for your candidature by any means (this can also lead to criminal action)
- Giving false, tampered or fabricated details, or hiding important information

## G. General Instructions

**Q48. Whom do I contact if I face a problem filling in the form?**

EdCIL Help Desk: 0120-2970599, 10 AM to 5 PM, Monday to Friday. Email: helpsecondment@edcil.co.in.

**Q49. How will I get updates about the recruitment?**

All updates are sent by email to your registered email ID. Check your inbox and spam folder regularly.