



टीचिंग एसोसिएट (संविदा) — राजस्थान कॉलेज एजुकेशन सोसायटी (राज-सीईएस)

The Teaching Associate is a teacher appointed on contract in Rajasthan's government colleges. The work is the same work an Assistant Professor does — teaching the subject to undergraduate and postgraduate classes, examination and...



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करियर मार्गदर्शन कार्यशाला, डाइट बाड़मेर (14-17 जुलाई 2026) में विकसित व लोकार्पित
Developed & unveiled at the Career Guidance Workshop, DIET Barmer (14-17 July 2026)

यह एक स्वतंत्र परियोजना है, जो सरकार की आधिकारिक करियर-मार्गदर्शन सामग्री पर आधारित है। • An independent project based on the Government's official career-guidance content.

1 About this career

The Teaching Associate is a teacher appointed on contract in Rajasthan's government colleges. The work is the same work an Assistant Professor does — teaching the subject to undergraduate and postgraduate classes, examination and evaluation duties, and academic guidance of students. The recruitment is conducted by the Rajasthan Staff Selection Board and the appointment is made under the Rajasthan College Education Society (Raj-CES). One thing should be clear from the outset, because it is the most important fact about this post, and it concerns not the eligibility but the terms of appointment. The qualification demanded here is EXACTLY the qualification demanded for a regular Assistant Professor — a Master's degree at 55% in the subject, together with NET/SLET/SET or a PhD. But the post that follows is contractual: a fixed ₹28,850 a month, for a maximum of five years, with no pay scale, no annual increment, no pension and no seniority. In other words, a candidate who is eligible for this post is, on the same qualification, eligible for the regular one. That does not make this post not worth taking — it is real college teaching, and it is paid — but it does mean it should be treated as a bridge rather than a destination, and that the regular Assistant Professor examination should be attempted alongside it.

2 At a glance

Minimum qualification	A Master's degree with at least 55% marks in the concerned subject from an Indian university, together with a pass in NET conducted by the UGC or CSIR, or in SLET/SET; or a PhD awarded in accordance with the UGC regulations of 2009 or 2016, in which case NET/SET is not required. A 5% relaxation at both the Bachelor's and the Master's level for Scheduled Castes, Scheduled Tribes, Other Backward Classes (non-creamy layer), More Backward Classes and differently-abled candidates. Together with a working knowledge of Hindi written in the Devanagari script and a knowledge of Rajasthani culture
Recruiting body	Rajasthan Staff Selection Board (RSSB) — the appointment is under the Rajasthan College Education Society (Raj-CES), governed by the Raj-CES Hiring of Man Power Rules 2023
Age limit	21 to 40 years, reckoned on the 1st of January following the last date for applications
Starting salary	₹28,850 a month as Fixed Remuneration — the same figure for all 32 subjects. This is a remuneration, not a pay scale
Demand	This is a large recruitment and it opens across 32 subjects at once, several of which — Urdu, Public Administration, Home Science, Drawing and a number of agriculture subjects — see a state recruitment only once in several years. The post is contractual, so its continuation depends on the period of the Society

3 What you need

INTERESTS

- Teaching one's subject and going deep into it
- An inclination towards reading, writing and research
- Working with young adults — students in a college classroom are adults, and the conversation with them is of a different kind

ABILITIES

- Command of the subject — the ability to teach material up to postgraduate level and explain it
- The ability to work with uncertainty, because this post is contractual and its term is limited — for this particular post that is as practical a requirement as knowledge of the subject
- Language and expression, in Hindi and in the language of the subject alike

KEY SKILLS

- Teaching undergraduate and postgraduate classes
- Examination, evaluation and internal assessment work
- Assisting in the academic and administrative activities of the college
- Planning teaching against the syllabus and running the classroom
- Academic guidance and counselling of students
- Keeping up one's own study of the subject — which is also what keeps preparation for the regular post alive

4 How to get there

- 1 Take a Bachelor's in your subject, then a Master's in the same or a related subject. At least 55% is required at the Master's level (50% for reserved and differently-abled categories). This mark cannot be repaired later, so the Master's result is the first decisive point on this route.
- 2 Clear NET (UGC or CSIR) or the Rajasthan SET. This is the gate without which no route into college teaching opens — neither this contractual post nor the regular Assistant Professor post. Candidates with a PhD awarded under the UGC regulations of 2009 or 2016 are exempt from NET/SET.

- 3 The moment NET or SET is cleared, both routes open together, and that is the thing worth knowing. The same qualification makes you eligible for this contractual post and for the regular Assistant Professor post. Keep applying for both.
- 4 When the Rajasthan Staff Selection Board issues the advertisement, apply through the SSO portal. A One Time Registration (OTR) must be completed before applying, and the category and educational qualification entered there are what decide the options available later — so fill the OTR carefully; it allows only one chance to correct it.
- 5 Sit the written examination. Eligibility also allows candidates in the final year of the required qualification to apply, but the qualification must be acquired by the date of the examination — a candidate acquiring it after that is not treated as eligible.

MAIN EXAMS

- Selection is by written examination alone; there is no interview. There are two papers. Paper I — General Studies of Rajasthan, 75 marks, 1 hour. Paper II — the subject concerned with the post, 60 questions, 300 marks, 2 hours. In total 120 questions and 375 marks. Note that the two papers carry the same number of questions but very unequal weight — the subject paper is 80% of the total marks. So most of the preparation should go on the subject, not on general studies, which plays a supporting role in this examination.
- Negative marking applies — one-third of a mark is deducted for each wrong answer. Alongside it the Board's own rule applies, under which marks are deducted even for a question left blank: for up to 10% of questions left unattempted, one-third of a mark is deducted for each such question. In practice this means an option must be marked on at least 90% of the paper. This rule is particular to Rajasthan's examinations and candidates coming from outside are often unaware of it.
- The minimum-marks condition is a double one and should be known in advance: at least 36% in each paper AND at least 40% in the aggregate of the two. Both are relaxed by 5% for Scheduled Caste and Scheduled Tribe candidates. So doing well in the subject paper alone is not enough — 36% must also be reached in the Rajasthan general studies paper, and that is the point at which candidates who are strong in their subject sometimes come unstuck.
- The terms of appointment are settled by the Raj-CES Hiring of Man Power Rules 2023, and this is the part most often skipped in the bulk of an advertisement. The first contractual appointment is for a maximum of five years, or until the period of the Society ends — whichever is earlier. If the Society's period is extended, the Society may, after assessing the requirement and the suitability of the person appointed, decide to extend the contract by at most 3 years at a time. In no case is it extended beyond the age of 60, and the advertisement adds that no separate order will be issued in the matter.

- One practical warning that lies outside this examination but is recorded in this same advertisement: if a candidate fails to appear in two examinations held in one financial year (1 April to 31 March) by the Rajasthan Public Service Commission, the Staff Selection Board or any other recruiting agency of the state, their One Time Registration is blocked. Reactivating it costs a penalty of ₹750, and being absent from two further examinations in the same year raises that to ₹1,500. Applying and then not turning up is no longer free — apply with that in mind.

5 Where to study

GOVERNMENT INSTITUTES

- Maharaja Ganga Singh University, Bikaner — postgraduate departments across many of the subjects this recruitment covers — Bikaner, Rajasthan (<https://www.mgsubikaner.ac.in/>)
- Maharshi Dayanand Saraswati University, Ajmer — postgraduate teaching across arts, science and commerce subjects — Ajmer, Rajasthan (<https://www.mdsuajmer.ac.in/>)
- Mohanlal Sukhadia University, Udaipur — postgraduate teaching in arts, science and commerce subjects — Udaipur, Rajasthan (<https://www.mlsu.ac.in/>)
- Sri Karan Narendra Agriculture University, Jobner — postgraduate study in the agriculture subjects this recruitment covers — Jobner, Jaipur, Rajasthan (<https://www.sknu.ac.in/>)

ONLINE

- यू.जी.सी.-नेट, राष्ट्रीय परीक्षा एजेंसी — महाविद्यालय अध्यापन का प्रवेश-द्वार — All India (<https://ugcnet.nta.ac.in/>)
- राजस्थान कर्मचारी चयन बोर्ड — विज्ञप्ति, पाठ्यक्रम एवं परिणाम — Jaipur, Rajasthan (<https://rssb.rajasthan.gov.in/>)
- आर.एस.एस.बी. — पिछले प्रश्न-पत्र, उत्तर कुंजी व पाठ्यक्रम (निःशुल्क) — The Staff Selection Board's own site — the most reliable free preparation material there is (https://rsmssb.rajasthan.gov.in/show_archived?menuName=Xj4lCb9vGxpQnfls%2FxlZ2g%3D%3D)
- विभागीय सेवा नियम (कार्मिक विभाग) — पद की योग्यता व आयु मूल दस्तावेज़ में पढ़ें — The Department of Personnel publishes the service rules for every cadre. Read these before any coaching material — qualification, age and the method of recruitment are settled here and nowhere else. (<https://dop.rajasthan.gov.in/>)
- स्वयं (SWAYAM) — भारत सरकार के निःशुल्क ऑनलाइन कोर्स — Free (<https://swayam.gov.in/>)
- राष्ट्रीय डिजिटल पुस्तकालय (NDLI) — Free books and study material (<https://ndli.iitkgp.ac.in/>)

- एन.सी.ई.आर.टी. — निःशुल्क पाठ्यपुस्तकें — The foundation for general knowledge, maths and science (<https://ncert.nic.in/>)

FEES

The study on this route is cheap at government colleges and universities — five years of Bachelor's and Master's together cost less than a single year at a private institution. The real cost is time rather than money: five years to the Master's, and then however many attempts NET or SET takes. The application fee is ₹600 for General category and creamy-layer OBC candidates, and ₹400 for Rajasthan's non-creamy-layer OBC, MBC, EWS, Scheduled Caste and Scheduled Tribe candidates and for all differently-abled candidates. Note that reserved-category candidates from outside Rajasthan are treated as General for this recruitment and pay ₹600.

SCHOLARSHIPS

- Mukhyamantri Anuprati Coaching Yojana (free coaching, apply via SSO) (<https://sso.rajasthan.gov.in/signin>)
- Rajasthan Social Justice and Empowerment Dept scholarships (<https://sje.rajasthan.gov.in/>)
- National Scholarship Portal (NSP) (<https://scholarships.gov.in/>)
- Buddy4Study scholarship search (<https://www.buddy4study.com>)

6 What the work is like

WHO HIRES

- Rajasthan College Education Society (Raj-CES) — contractual appointment in government colleges
- Department of College Education, Rajasthan — the regular Assistant Professor post falls under this department, and that is the next target on this route

DEMAND (2026)

This is a large recruitment and it comes across 32 subjects at once. Its most useful side is for the subjects that rarely see a state recruitment at all — Urdu, Public Administration, Home Science, Drawing, and the agriculture subjects such as Agronomy, Entomology, Plant Pathology, Soil Science, Genetics and Plant Breeding, Animal Science, Horticulture, Agricultural Engineering, Agricultural Economics and Agricultural Extension. A NET-qualified postgraduate in one of those can go years without seeing a single advertisement they are eligible for. On the other side, the post is contractual and its continuation is tied to the period of the Society, so it cannot be counted as steady demand. One thing to be clear about — the "demand" described above counts posts, not your chance of getting one. Selection is by open competition and the number of applicants runs to many times the number of posts, so most candidates are not selected in any given recruitment. That is not an argument against this career; it is an argument against making it your only plan. Keep studying or building a skill alongside your preparation, so that the year is not lost whichever way the result goes.

7 Career growth

- 1** This is a contractual post, so there is no promotion ladder in it. The first appointment is for at most five years and the term may afterwards be extended, but an extension is not a promotion — the same post, the same remuneration, a longer term. This sets the post apart from nearly every other teaching post on this portal, and it would be wrong to hide it.
- 2** The real way forward lies not inside this post but alongside it: the regular Assistant Professor recruitment, conducted by the Rajasthan Public Service Commission, whose qualification is exactly the qualification for this post. It has its own page on this portal. Continuing to prepare for that examination while teaching on contract is the correct plan for this route, and the teaching experience feeds directly into that preparation.
- 3** Doing a PhD is the other parallel route. It removes the NET requirement, opens doors towards universities and research, and helps in the selection for the regular post as well. Doing it alongside contractual teaching is hard but not impossible, and a five-year term is enough time for it — if it is planned from the start.

EARNINGS

Starting	₹28,850 प्रतिमाह (नियत पारिश्रमिक)
Mid level	₹28,850 प्रतिमाह — संविदा अवधि में यह आँकड़ा नहीं बढ़ता
Senior level	इस पद पर वरिष्ठ स्तर नहीं होता; आगे का वेतन नियमित सहायक आचार्य के पद पर जाने से ही बढ़ता है

The advertisement gives a single figure for all 32 subjects — ₹28,850 a month — and calls it "Fixed Remuneration", not an honorarium; the consequences are the same either way. The figure is variable by order of the state government. What deserves attention is that this number stays flat for the whole contract: there is no annual increment, so the fifth year pays the same ₹28,850 as the first month. It should be read against the regular Assistant Professor post, where a pay scale, annual increments, allowances and pension all apply — and whose qualification is not one thing more than this post's. This figure is an HONORARIUM, not a salary — and it is the most important thing about the post to understand first. Dearness allowance, house rent allowance, annual increments, pension and the other benefits of a pay scale do not apply to an honorarium; what is sanctioned is what is paid. The rate changes when the state government issues an administrative and financial sanction, usually in compliance with a budget announcement — not on the recommendation of a pay commission. That is why this page says nothing about the 7th or 8th Pay Commission: neither applies to this post.

8 The good parts · The challenges

The good parts

- This is real college teaching, and it is paid. Compared with sitting and waiting for the regular post after clearing NET, it is a far better position to be in — experience accumulates, there is an income, and contact with the subject is maintained.
- Selection is by written examination alone, with no interview. That means selection rests on knowledge of the subject and leaves little room for subjective assessment.
- For subjects that see a state recruitment only once in several years — Urdu, Public Administration, Home Science, Drawing and more than ten agriculture subjects — this is a rare opening.
- Teaching experience feeds directly into preparation for the regular Assistant Professor post, so this post works in favour of that goal rather than against it.

The challenges

- The post is contractual and for at most five years. No pay scale, no annual increment, no pension, no seniority. This is the post's largest limitation and no other advantage covers it.
- The qualification demanded is the same as for the regular Assistant Professor — a Master's at 55%, plus NET/SET or a PhD. Set against the years it takes to earn that qualification, a flat ₹28,850 is low, and the decision should be made only after making that comparison honestly.
- The age limit is 21 to 40 and the term is five years. So someone joining at 35 can see the contract end at 40 with no pension and no seniority, and at that age the age limit for the regular post is close to running out too. That risk is real.
- The continuation of the post depends on the period of the Society — the advertisement itself says the first appointment is for five years or until the Society's period ends, whichever is earlier. So even the five years are not assured.

9 Sources & further reading

1. — https://rssb.rajasthan.gov.in/storage/advertisement_item/1777546753.pdf
2. — <https://rssb.rajasthan.gov.in/>

3. — <https://hte.rajasthan.gov.in/>

4. — <https://ugcnet.nta.ac.in/>

5. Department of Personnel, Rajasthan — service rules — <https://dop.rajasthan.gov.in/>

6. 8th Central Pay Commission — Cabinet approval of the Terms of Reference (PIB, 28 October 2025) — <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2183289>

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