



Date: 14/05/2026

## **RECRUITMENT NOTICE**

Recruitment Notification No.: TUCSI/NCCSE/01/2026

### **NATIONAL CHILD CARE SERVICES EXAMINATION – 2026**

#### **IMPORTANT DECLARATION**

Applications are invited from eligible Indian citizens possessing a Bachelor of Social Work (BSW) degree for recruitment/selection to various posts under the Child Care Development Centers Project, operated by TUCSI Foundation (India) for child welfare, education support, protection services, nutrition awareness, counseling, family support, and community development.

This is an All India Competitive Selection Examination conducted with standards of transparency, merit, discipline, and professionalism.

Note: TUCSI Foundation (India) is an independent organization. This examination is not conducted by UPSC or any Government Commission.

#### **1. NAME OF EXAMINATION**

**NATIONAL CHILD CARE SERVICES EXAMINATION (NCCSE) – 2026**

#### **2. ORGANIZATION**

**TUCSI FOUNDATION (INDIA)**

#### **3. POSTS ADVERTISED**

**RECRUITMENT/SELECTION MAY BE MADE TO THE FOLLOWING POSITIONS:**

<b>NAME OF THE POST</b>	<b>LEVEL</b>	<b>INDICATIVE MONTHLY PAY</b>
<b>CHILD WELFARE OFFICER</b>	<b>LEVEL 1</b>	<b>₹35,000</b>
<b>DISTRICT CHILD DEVELOPMENT EXECUTIVE</b>	<b>LEVEL 2</b>	<b>₹48,000</b>
<b>FAMILY COUNSELING OFFICER</b>	<b>LEVEL 1</b>	<b>₹36,000</b>
<b>CHILD PROTECTION SUPERVISOR</b>	<b>LEVEL 2</b>	<b>₹45,000</b>
<b>NUTRITION &amp; COMMUNITY OFFICER</b>	<b>LEVEL 1</b>	<b>₹34,000</b>
<b>EDUCATION SUPPORT OFFICER</b>	<b>LEVEL 1</b>	<b>₹33,000</b>
<b>PROJECT ADMINISTRATIVE OFFICER</b>	<b>LEVEL 2</b>	<b>₹50,000</b>

**PAY SUBJECT TO PROJECT NORMS, STATE LOCATION, EXPERIENCE, AND FUNDING.**

(Seal/Stamp of TUCSI Foundation IN)



**Looking For Help ? Reach Out To Us**

14, Green Enclave Society Sidhra  
Jammu, Jammu And Kashmir UT  
India 180019.

Website: [www.tucsi.org](http://www.tucsi.org)

**TUCSI FOUNDATION**

A Company Registered Under Section 8  
Licence Of Companies Act 2013,  
Incorporate With Ministry Of Corporate  
Affairs Government Of India  
Email Id: [help@tucsi.org](mailto:help@tucsi.org)

#### 4. NUMBER OF VACANCIES

Tentative Vacancies: 12,750 Posts

Vacancies may increase/decrease depending on project expansion and operational requirements.

#### 5. PLACE OF POSTING

Across India including:

States

Union Territories

Urban Centers

Rural Blocks

Aspirational Districts

Remote & Development Zones

Candidates must be willing to serve anywhere in India.

#### 6. ELIGIBILITY CONDITIONS

##### A. Nationality

Applicant must be a citizen of India.

##### B. Educational Qualification

Must possess:

Bachelor of Social Work (BSW) from a recognized university/institution.

Candidates in final semester may apply provisionally, subject to passing before document verification.

##### C. Age Limit (as on 01 August 2026)

Minimum: 21 Years

Maximum: 35 Years

##### D. Age Relaxation

Category: SC/ST :5 Years

OBC :3 Years

PwD : 10 Years

#### 7. APPLICATION FEE

Category	Fee	Ethical Low-Fee Model	<b>FEE ONCE PAID IS NORMALLY NON-REFUNDABLE EXCEPT TECHNICAL DUPLICATE TRANSACTIONS.</b>
General	₹99		
OBC / EWS	₹79		
SC / ST	₹49		
Female Candidates	₹49		

#### 8. MODE OF PAYMENT

UPI

DEBIT CARD

CREDIT CARD

NET BANKING

## 9. SCHEME OF EXAMINATION

Selection shall be through Three Stages

### Stage I – Preliminary Examination (Objective)

Paper	Marks	Duration
General Studies	200	2 Hours
Child Welfare Aptitude	200	2 Hours

Total = 400 Marks

Qualifying for Mains.

Negative Marking: 1/3rd for each wrong answer.

### Stage II – Main Examination

Paper	Marks	Duration
Social Work & Child Rights	250	2 Hours
Community Development & Welfare Policies	250	2 Hours
Administration & Governance	250	2 Hours
Essay / Case Study	250	2 Hours

Total = 1000 Marks

### Stage III – Personality Test / Interview

200 Marks

## 10. EXAMINATION SYLLABUS

Preliminary	History	Counseling Awareness
General Studies	Geography	Psychology Basics
Indian Constitution	Economy	Nutrition Awareness
Current Affairs	Environment	Women & Child Schemes
Child Welfare Aptitude	Logical Reasoning	Community Sensitivity
Child Rights	Basic Quantitative Aptitude	
Juvenile Justice Basics		

## **Main Examination**

### **Paper I**

**Social Work Methods**

**Case Work**

**Group Work**

**Community Organization**

**Human Development**

### **Paper II**

**ICDS**

**POSHAN Programs**

**Child Protection Systems**

**Education Support Schemes**

**Rural Development**

### **Paper III**

**Office Administration**

**Governance**

**Leadership**

**Ethics**

**Monitoring & Reporting**

### **Paper IV**

**Essay Writing**

**Report Drafting**

**Case Analysis**

## **11. MEDIUM OF EXAMINATION**

**English**

**Hindi**

**Selected Regional Languages (where feasible)**

## **12. HOW TO APPLY**

**Applications shall be accepted online only.**

**Fill personal details**

**Fill education details**

**Upload photograph/signature**

**Upload BSW documents**

**Pay fee**

**Submit form**

**Download application copy**

## **13. DOCUMENTS REQUIRED**

**Aadhaar / valid ID**

**Graduation marksheets**

**Degree certificate**

**Category certificate**

**(if applicable)**

**Photo**

**Signature**

**Experience certificate (if any)**

**14. EXAM CENTRES (Indicative)  
Pan India (States And UT As well)**

**15. RESERVATION POLICY  
As per organization policy and  
applicable law.**

## 16. SERVICE CONDITIONS

Probation period may apply.

Transferable service depending on project need.

Background verification mandatory.

Child safeguarding policy mandatory.

## 17. CODE OF CONDUCT

All candidates/employees shall maintain:

Integrity

Respectful conduct

Child safety compliance

Non-discrimination

Confidentiality

Anti-corruption standards

## 18. DISQUALIFICATION

Application may be rejected for:

False information

Forged documents

Misconduct

Multiple fraudulent applications

Use of unfair means

Criminal record incompatible with child safety roles

## 19. IMPORTANT DATES

Notification Release

14 May 2026

Apply Start

14 May 2026

Last Date

30 June 2026

Admit Card

August 2026

Prelims

September 2026

Mains

December 2026

Interview

February 2027

## 20. FINAL MERIT

Based on:

Main Examination Marks

Interview Marks

Document Verification

Background Clearance

## 21. DISCLAIMER

TUCSI FOUNDATION (INDIA) RESERVES THE RIGHT TO:

MODIFY VACANCIES

RESCHEDULE DATES

CANCEL CENTERS

REVISE PROCESS

REJECT INCOMPLETE APPLICATIONS

DECISION OF COMPETENT AUTHORITY SHALL BE FINAL.

## **TUCSI FOUNDATION (INDIA)**

### **STRICT RULES & REGULATIONS**

**For India's Next Toughest Examination – NCCSE 2026**

**To maintain integrity, merit, discipline, and national-level standards, the following strict rules shall apply to all candidates.**

#### **1. ZERO TOLERANCE POLICY**

**Any attempt to compromise examination fairness shall lead to:**

**Immediate disqualification**

**Cancellation of candidature**

**Debarment up to 10 years / permanent**

**FIR / legal action where applicable**

**Blacklisting from future examinations**

#### **2. ENTRY RULES ON EXAM DAY**

**Candidate must carry:**

**Printed Admit Card**

**Original valid photo ID**

**Passport-size photo (same as application)**

**Without these, entry may be denied.**

**Reporting Time**

**Reporting starts: 2 hours before exam**

**Gates close: 30 minutes before exam**

**No late entry under any circumstances**

#### **3. BIOMETRIC & IDENTITY**

##### **VERIFICATION**

**Mandatory checks may include:**

**Photograph verification**

**Signature match**

**Thumb impression**

**Biometric attendance**

**Live CCTV capture**

**Impersonation = permanent ban + police complaint.**

#### **4. BANNED ITEMS**

**Strictly prohibited inside center:**

**Mobile phones**

**Smart watches**

**Bluetooth devices**

**Earbuds**

**Calculators (unless permitted)**

**Notes / books / papers**

**Wallets (where restricted)**

**Bags**

**Cameras**

**Any electronic device**

**Possession alone may be treated as misconduct.**

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#### **5. DRESS CODE / SEARCH POLICY**

**Candidates may be frisked. Avoid:**

**Heavy jewelry**

**Smart accessories**

**Suspicious clothing with hidden pockets**

**Caps unless religious/medical necessity**

**Religious/medical accommodations may require prior approval.**

#### **6. SEATING & EXAM HALL**

##### **DISCIPLINE**

**Candidates shall:**

**Sit only on allotted seat**

**Follow invigilator directions immediately**

**Maintain silence**

**Not look at another candidate's screen/paper**

**Not communicate verbally/non-verbally**

#### **7. COMPUTER BASED TEST RULES (if CBT)**

**Do not tamper with system**

**Do not unplug devices**

**Do not attempt screenshots**

**Use only provided software**

**Tampering = cancellation.**

#### **8. PEN & ANSWER SHEET RULES**

**If offline mode:**

**Use only allowed pen color**

**Fill OMR carefully**

**No stray marks**

**No writing name on answer sheet unless instructed**

**Identity marking on sheets may invalidate paper.**

#### **9. TOILET BREAK RULES**

**Limited and monitored**

**Usually not allowed in final 30 minutes**

**No personal items allowed during break**

**Repeated suspicious movement may be reported.**

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#### **10. UNFAIR MEANS INCLUDE**

**Copying**

**Whispering**

**Signaling**

**Hidden notes**

**Device usage**

**Solver/impersonator use**

**Leaked paper access**

**Social media discussion during exam**

**Organized cheating**

#### **11. SOCIAL MEDIA RULES**

**Candidates must not:**

**Share questions during active exam cycle**

**Claim false leaks**

**Spread rumors**

**Post confidential content**

**May result in legal notice / debarment.**

#### **12. DOCUMENT FRAUD RULES**

**Fake caste, degree, disability, identity, experience or domicile documents:**

**candidature cancelled**

**selection cancelled even later**

**salary recovery where lawful**

**criminal complaint possible**

#### **13. RESULT STAGE SCRUTINY**

**Even after result, candidature remains provisional until:**

**document verification**

**background checks**

**qualification confirmation**

**eligibility confirmation**

#### **14. MERIT PRINCIPLE**

**No candidate shall receive advantage due to:**

**recommendation letters**

**political pressure**

**donations**

**influence attempts**

**internal contacts**

**Any influence attempt = rejection.**

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#### **15. NEGATIVE MARKING DISCIPLINE**

**Blind guessing discouraged through penalty.**

#### **16. CODE OF CONDUCT TOWARD STAFF**

**Misbehavior with:**

**invigilators**

**women staff**

**security staff**

**technical staff**

**candidates**

**may lead to removal and police action.**

#### **17. LANGUAGE & ETHICS RULES**

**No abusive, communal, casteist, threatening, sexist, or violent conduct.**

#### **18. HEALTH / EMERGENCY RULES**

**Medical emergencies reported immediately to center superintendent. False medical excuses may invite scrutiny.**

#### **19. CONFIDENTIALITY RULES**

**Question papers, software, processes, cut-offs, and internal systems are protected material.**

**Unauthorized access attempts may trigger cybercrime action.**

#### **20. POST-EXAM AUDIT**

**Organization may use:**

**CCTV review**

**biometric mismatch checks**

**statistical cheating analysis**

**score anomaly detection**

**center-wise forensic review**

**Suspicious results can be withheld/cancelled.**

#### **21. FINALITY CLAUSE**

**Decision of Examination Authority on discipline matters shall be final, subject to applicable law.**

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#### **22. MESSAGE TO CANDIDATES**

**This examination rewards:**

**preparation**

**honesty**

**discipline**

**knowledge**

**composure under pressure**

#### **23. TAGLINE**

**Only the prepared. Only the  
deserving. Only the ethical.**

**Authorised Signature  
Board Of Directors**



**Project Director  
Ms. Payal Adhseyah (M.Phill)  
Department : Administrative  
Operations**

**Project Head  
Mrs. Akshaya Subramanyam (B.Tech)  
Department : Technical Operations**

**Project Head  
Mrs. Khushboo Sharma (MBA)  
Department : PR & Marketing**

**Project Head  
Mrs. Sonali Sehgal (MBA)  
Department : Finance And Accountancy Operations**