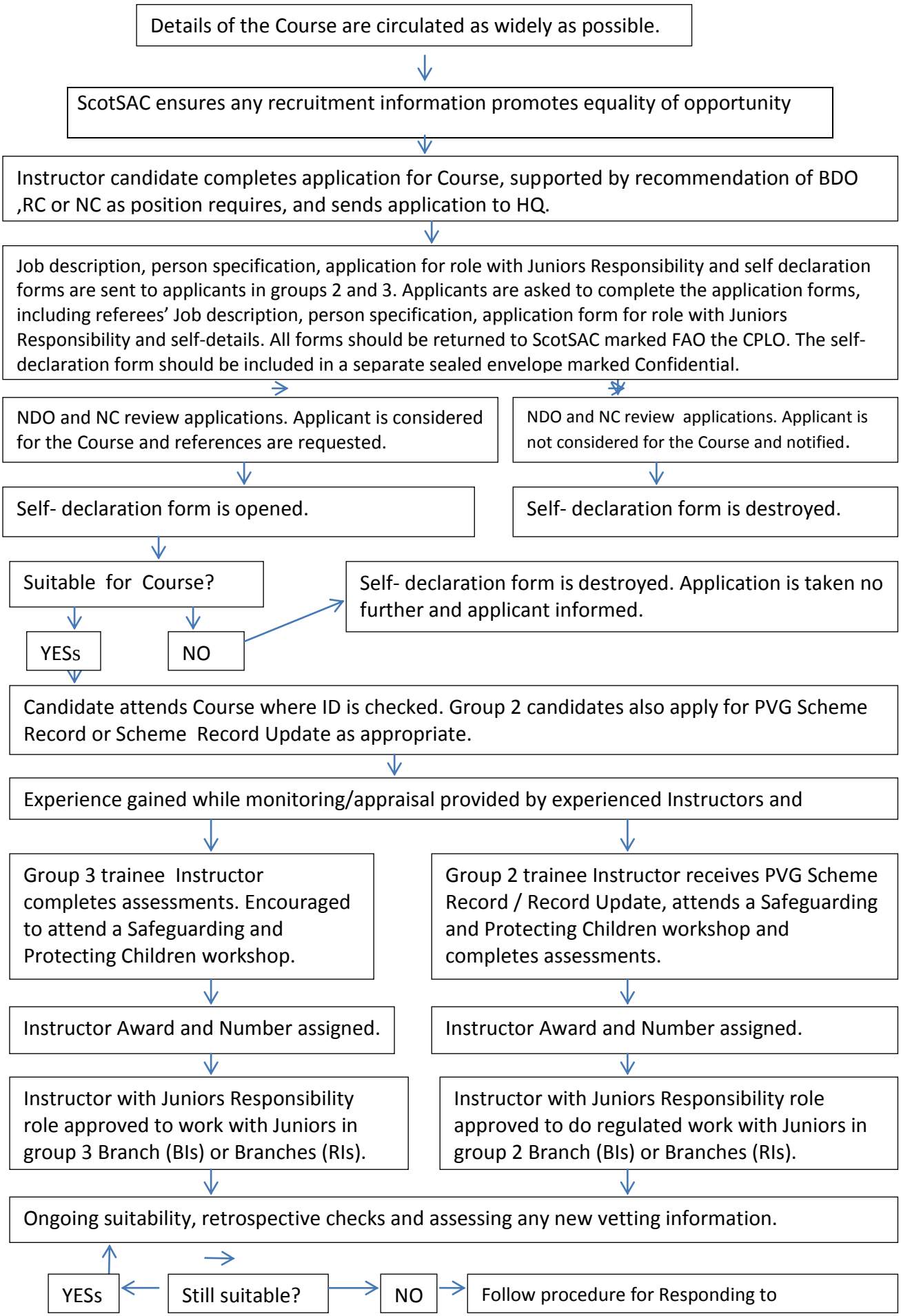RECRUITMENT AND SELECTION OF INSTRUCTORS WITH JUNIORS RESPONSIBILITY