### RECRUITMENT RULES FOR THE POST OF 'PRINCIPAL' IN CENTRAL IHMS

S.No.	Item	Provisions
1	Name of the post and	Principal
	Number of post	One in each Central IHM
2	Scale of Pay and	Pay Level 13, (equivalent to Group A)
3	classification of the post  Method of Recruitment	Direct Recruitment and Short Term Contract/Deputation
4	Age limit for direct recruits	Not exceeding 53 years for General Category on date of
		vacancy. Age relaxation as per government norms will be applicable for other categories. Relaxable for employees working in autonomous bodies under the Ministry of Tourism up to 5 years in accordance with the instructions or orders issued by the Central Government.
5	Tenure of the Post	In addition to the annual performance review, mandatory performance review to be done by the Ministry after completion of 2 years of service. Services may be discontinued in case of unsatisfactory performance. This shall be applicable to all modes of recruitment.
6	Whether post is Selection/ Non-Selection	Not applicable.
7	Essential & Desirable educ Category A or Category B or	ational qualification and work experience fulfilling either under Category B below:
7.1		Category A
7.1.1	Essential & Desirable Educational Qualification	Post Graduation from a recognized University (Central/State/Deemed to be/AIU equivalent PG from foreign Institution)  And (+)  Full Time Degree/Full Time Three Years Diploma in Hotel
		Administration / Hospitality Management / Hotel Management / Hospitality Administration / Culinary Arts / Culinary Science with minimum of 55% marks in aggregate or its equivalent grade from:  i) NCHMCT or NCHMCT affiliated Institute; <b>OR</b> ii) An Institute approved by AICTE; <b>OR</b> iii) An Institute approved by the State Board of Technical Education; <b>OR</b> iv) An Institute affiliated to University duly recognized by UGC; <b>OR</b> v) Central/State/Deemed to be University recognized by UGC; <b>OR</b> vi) Equivalent degree/diploma of foreign university/institution recognized by AIU.
7.1.2	Essential Work Experience	Desirable Qualification: Ph.D. Degree In addition to essential educational qualification, at least 20 (twenty) years of experience in: i) Teaching (20 years) with minimum 3 years as Head of Department / equivalent teaching in an Institute of Hotel Management affiliated with NCHMCT OR Institute approved by AICTE OR Institute approved by the State Board of Technical Education OR Institute affiliated to University, recognized by UGC OR Central/State/Deemed to be University recognized by UGC OR Equivalent degree/diploma of foreign university/institution recognized

7.2		by AIU and possessing at least 3 years of administrative experience within the minimum total experience of 20 years. Experience as Principal of recognized Food Craft Institute will be treated at par with HOD.  OR  ii) Teaching and hotel industry together (20 years) with minimum 3 years teaching experience in an Institute as mentioned above in (i) with 5 years experience in GM level in a Ministry of Tourism certified 4-star or above category hotel.  Category B
7.2.1	Essential & Desirable	Two Year full time Post Graduate Degree / Post Graduate
	Educational Qualification	Diploma in Management/Tourism from a recognized University under UGC or approved by AICTE / Equivalent degree/diploma of foreign university/institution recognized by AIU with minimum of 60% marks in aggregate or its equivalent grade.
7.1.2	Essential Work Experience	Desirable Qualification: Ph.D. Degree  For Private Sector: Candidate with proven track record with at least 17 years of experience from reputed organization in
		executive capacity in hospitality/tourism industry <b>plus</b> with minimum 3 years teaching/training experience shall also be essential (total 20 years), out of which minimum 7 years should be in managerial experience (out of which at least 5 years as GM) in private sector companies/firms having turnover of not less than Rs.100 crore per annum in each of the last three years.  OR  For Government / PSUs / Autonomous Bodies:  a) Officers should have at least 20 years of working experience with demonstrated capability including minimum three years teaching/training experience.  b) Holding the post in the pay level 13 or its equivalent in PSUs/Autonomous Bodies OR minimum 5 years experience in pay level 12 or its equivalent in PSUs/
7.3		Autonomous Bodies.  Category C
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7.3.1	Essential & Desirable Educational Qualification	Two Year full time Post Graduate Degree / Master Degree / Post Graduate Diploma in Management/Tourism from a recognized University.
7.3.2	Essential Work Experience	Desirable Qualification: Ph.D. Degree  a) Government / PSUs / Autonomous Bodies officers with proven track record in a leadership role working in the pay level 13 or its equivalent in PSUs/Autonomous Bodies OR working experience of minimum 5 years in pay level 12 or its equivalent in PSUs/Autonomous Bodies.
		b) Terms & Conditions of deputation shall be governed as per DOPT guidelines. Normal deputation period will be initially of 3 years.
8	Period of Probation, if any	One year.

### Government of India Ministry of Tourism (HRD Division)

File No. 1(11)/RR/2000-HRD

C-1 Hutments, Dara Shukoh Road New Delhi-110011 Dated: 17<sup>th</sup> May, 2019

### OFFICE ORDER

Subject: Amendment of existing RRs for the various faculty posts and Administrative-cum-Accounts Officer of Central IHMs.

In supersession to earlier Recruitment Rules for the following posts of Central Institutes of Hotel Management (CIHMs) set up as Autonomous Bodies under the Ministry of tourism, the Revised Recruitment Rules for the following post in CIHMs are attached:

- i) Head of Department
- ii) Senior Lecturer -cum-Senior Instructor
- iii) Lecturer-cum Instructor .
- iv) Assistant Lecturer-cum Assistant Instructor
- v) Administrative-cum-Accounts Officer
- The Revised Recruitment Rules shall come into force with immediate effect.
- The Revised Recruitment Rules may be notified immediately.

4. The Revised Recruitment Rules have the approval of the Hon'ble Minister, Tourism.

(Subrata Halder)

Under Secretary to the Government of India

Encl: As above

To

The Director (A&F),
 National Council for Hotel Management and Catering Technology,
 Noida Uttar Pradesh.

2. All the Principals/Principal i/c of all Central IHMs.

### Copy to:

- 1. PS to Hon'ble Minister, Tourism
- 2. PS to Secretary (Tourism)
- 3. PS to DG (T)
- 4. PS to EA (T)
- 5. DDG (HRD)
- 6. Chairpersons of All Central IHMs
- Shri Hakim Singh, Technical Director, NIC with request to upload the Revised RRs on the Ministry of Tourism website.

## F.No.1(11)/RR/2000-HRD Government of India Ministry of Tourism

# Recruitment Rules for the various faculty posts and Administrative-cum-Accounts Officer of Central IHMs

### **ANNEXURE I**

Category by Gover	Educational and other qualifications for Direct Recruits	onal and palifications for Direct
SC, ST	upto 5 years in case of SC, ST India from time to time.	upto 5 years in case of SC, ST India from time to time.  // Tourism or MBA from a recog
Whether post is Selection/Non-Selection  Age limit for Direct Recruits Upper age limit is relaxable upto 5 years in case of SC, ST and departmental candidates or as specified for any category by Government of India from time to time.	Whether post is  Selection/Non-Selection  Age limit for Direct Recruits  Upper age limit is relaxable upto 5 years in case of SC, ST category by Government of India from time to time.  Educational and other qualifications for Direct Recruits  Post Graduate in Hospitality / Tourism or MBA from a recognise.	Whether post is  Selection/Non-Selection  Age limit for Direct Recruits  Upper age limit is relaxable upto 5 years in case of SC, ST category by Government of India from time to time.  Educational and other qualifications for Direct Recruits  Post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from a recognism of the post Graduate in Hospitality / Tourism or MBA from th
Not exceeding 50 years.  Upper age limit is relaxable upto 5 years in case of SC, ST category by Government of India from time to time.	Not exceeding 50 years.  Upper age limit is relaxable upto 5 years in case of SC, ST category by Government of India from time to time.  ct Educational Qualifications:  Post Graduate in Hospitality / Tourism or MBA from a recognition of the state of th	Not exceeding 50 years.  Upper age limit is relaxable upto 5 years in case of SC, ST category by Government of India from time to time.  ct Educational Qualifications:  Post Graduate in Hospitality / Tourism or MBA from a recog
	alifications for Direct	alifications for Direct



10 Method of Selection	9 Appointing Authority	8 Eligibility for promotion	7 Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion							
For Promotion – DPC For Direct Recruitment / Short Term Contract – Personal Interview	Board of Governors	At least 5 years of service in the grade of Senior Lecturer rendered after appointment thereto on regular basis.	il No	OR  Atleast 15 years total experience (Teaching and Industry together) including Hotel industry experience minimum 5 years in Managerial capacity (One level below GM Level) in 3 star / Heritage or above category approved hotel, with 3 years experience in Teaching/ Training.	Atleast 15 years of experience in teaching and / or hotel industry including minimum 5 years of regular service after appointment in the grade of Senior Lecturer or equivalent in an Institute affiliated to National Council for Hotel Management & Catering Technology / AICTE/ State Board of Technical Education / Recognised University.	Experience:	Desirable Qualification : (i) PhD degree (ii) Research papers publication in reputed journals	(vi) Equivalent degree / diploma of foreign university/ institution recognized by AIU.	(iv) An Institute affiliated to University duly recognized by UGC. OR	(ii) An institute approved by AICTE. OR  (iii) An institute approved by the State Board of Technical Education. OR



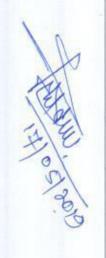
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		Educational and other qualifications for Direct Recruits	Age limit for Direct Recruits	Whether post is Selection/Non-Selection	Method of recruitment	Scale of Pay	Name of the Post	ITEM
(i) NCHMCT OR NCHMCT affiliated institute. OR (ii) An institute approved by AICTE. OR (iii) An institute approved by the State Board of Technical Education. OR (iv) An Institute affiliated to University duly recognized by UGC. OR	Full Time Degree / Full time three years Diploma in Hotel Administration / Hospitality Management / Hotel Management / Hotel Management / Hospitality Administration / Culinary Arts/Culinary Science with minimum of 55% marks in aggregate or its equivalent grade from :	Educational Qualifications:  Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.	Not exceeding 45 years.  Upper age limit is relaxable upto 5 years in case of SC, ST and departmental candidates or as specified for any category by Government of India from time to time.	Selection	Promotion failing which by Direct recruitment/ Short Term Contract	Pay level 10 (As per 7th CPC) Rs. 56100 – 177500	Senior Lecturer	PROVISION



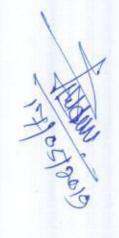
10 Method of Selection	9 Appointing Authority	8 Eligibility for promotion	7 Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion		
ection	thority	romotion	and Jalifications Direct pply in the		
For Promotion – DPC For Direct Recruitment / Short Term Contract – Personal Interview	Board of Governors	At least 3 years of service in the grade of Lecturer rendered after appointment thereto on a regular basis.	No.	Atleast 10 years total experience (Teaching and Industry together) including Hotel industry experience of minimum 3 years in Supervisory capacity in 3 star / Heritage or above category approved hotel, with 3 years experience in Teaching/ Training.	(v) Central/State/Deemed to be University recognized by UGC. OR  (vi) Equivalent degree / Diploma of foreign university/ institution recognized by AIU.  Desirable Qualification: (i) PhD degree (ii) Research papers publication in reputed journals  Experience:  At least 10 years of experience in teaching and hotel industry together including minimum 3 years teaching experience as Lecturer or equivalent in an Institute affiliated to National Council for Hotel Management & Catering Technology /AICTE/ State Board of Technical Education / Recognised University.

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		Educational and other qualifications for Direct Recruits	Age limit for Direct Recruits	Whether post is Selection/Non-Selection	Method of recruitment	Scale of Pay	Name of the Post	ITEM
(i) NCHMCT OR NCHMCT affiliated institute. OR  (ii) An institute approved by AICTE. OR  (iii) An institute approved by the State Board of Technical Education. OR  (iv) An Institute affiliated to University duly recognized by UGC. OR  (v) Central/State/Deemed to be University recognized by UGC. OR  (vi) Equivalent degree / diploma of foreign university/ institution recognized by AIU.	Full Time Degree / Full time three years Diploma in Hotel Administration / Hospitality Management / Hotel Management/ Hospitality Administration/ Culinary Arts/Culinary Science with minimum of 55% marks in aggregate or its equivalent grade from :	Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.  And (+)	Not exceeding 40 years.  Upper age limit is relaxable upto 5 years in case of SC, ST and departmental candidates or as specified for any category by Government of India from time to time	Selection	By Promotion and Direct Recruitment/Short Term Contract in the ratio 3:1.	Pay level 7 (As per 7th CPC) Rs. 44900 - 142400	Lecturer	PROVISION



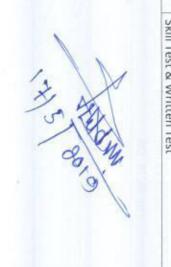
10 Method of Selection For Promotion – DPC For Direct Recruitmen	9 Appointing Authority Board of Governors	8 Eligibility for promotion Atleast 5 years of service in the gappointment thereto on a regular basis	7 Whether age and educational No qualifications prescribed for Direct Recruits will apply in the case of promotion	At least 5 (five) year program)from an institution of Technic State Board of Technic At least 7 years total Training of a 3 star / H	AND
For Promotion – DPC For Direct Recruitment / Short Term Contract – Skill Test & Written Test		ervice in the grade of Assistant Lecturer-cum-Assistant Instructor rendered after n a regular basis.	31"	Essential Experience: At least 5 (five) years teaching experience in the grade of Assistant Lecturer or equivalent (at UG level program) from an institute affiliated to National Council for Hotel Management & Catering Technology / AICTE/ State Board of Technical Education / Recognized University.  OR  At least 7 years total experience (Teaching and Industry together) including 3 years experience in Teaching/ Training of a 3 star / Heritage or above category approved hotel,	



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					Educational and other qualifications for Direct Recruits	Age limit for Direct Recruits	Whether post is Selection/Non-Selection	Method of recruitment	Scale of Pay	Name of the Post	ITEM
(i) NCHMCT OR NCHMCT affiliated institute. <b>OR</b> (ii) An institute approved by AICTE. <b>OR</b>	Full Time Degree / Full time three years Diploma in Hotel Administration / Hospitality Management / Hotel Management/ Hospitality Administration/ Culinary Arts/Culinary Science with minimum of 55% marks in aggregate or its equivalent grade from :	And (+)	Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.	Category A:	Educational Qualifications:	Not exceeding 35years.  Upper age limit is relaxable upto 5 years in case of SC, ST and departmental candidates or as specified for any category by Government of India from time to time	Not applicable	Direct Recruitment	Pay Level 6 (As per 7th CPC) Rs. 35400 – 112400	Assistant Lecturer	PROVISION



Skill Test & Written Test	Method of Selection	00
Board of Governors	Appointing Authority	7
2. Those having Ph.D degree in Hospitality related subjects from a recognised University / Institute after above prescribed qualification, need not to qualify NHTET		
1. The period of service rendered as a teacher at UG and above level of Hospitality on contract basis (full time) shall be reckoned as valid experience for above purpose	The continues of the second	
Common clauses for Category A & B		
Full time Bachelor's Degree in Hospitality / Hotel Administration / Hotel Management/ Culinary Artfrom a recognized University/ Institute securing not less than 55% marks in aggregate and at least 2 years of hospitality industry experience and also should have qualified NHTET with prescribed percentage, conducted by NCHMCT.		
Category B :		
Candidate should have qualified NHTET with prescribed percentage, conducted by NCHMCT.		
Mandatory qualification:		
Desirable Qualification:  1. PhD degree.  2. Six months working experience in a 3 star or above category hotel.		
(vi) Equivalent degree / diploma of foreign university/ institution recognized by AIU.		
(iii) An institute approved by the State Board of Technical Education. OR (iv) An Institute affiliated to University duly recognized by UGC. OR (v) Central/State/Deemed to be University recognized by UGC. OR		



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Educational and other qualifications for Direct Recruits	Age limit for Direct Recruits	Whether post is Selection/Non-Selection				Method of recruitment	Scale of Pay	Name of the Post	ITEM
Educational Qualifications:  Bachelor of Commerce degree / BBA from a recognised University securing not less than 50% marks in aggregate.	Not exceeding 50 years.  Upper age limit is relaxable upto 5 years in case of SC, ST and departmental candidates or as specified forany category by Government of India from time to time	Selection	3. Direct Recruitment/ Short Term Contract.	2. By Deputation of Officers holding analogous posts under Central Government/ National Council for Hotel Management & Catering Technology / officers from any other Central / State Institute of Hotel Management / Food Craft Institute / other autonomous bodies and PSUs,	OR	<ol> <li>Promotion from Office Superintendent/Accountant/ Accountant-cum-Office Superintendent with 8 years regular service in the grade.</li> </ol>	Pay level 10 (As per 7th CPC) Rs. 56100 - 177500	Administrative-cum-Accounts Officer	PROVISION



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Method of selection	Appointing Authority	Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion	
For Promotion: DPC In case of Deputation/ Direct Recruitment/ Short Term Contract method of selection: Personal Interview or Written Test + Personal Interview.	Board of Governors	Age: No Educational qualifications: No	Experience: At least 8 years of service in administration and accounts and Office Documentation in any Central/State Government Institute of Hotel Management or Food Craft Institute or Public Sector Undertaking or Autonomous Body in the Grade Pay of Rs.4200/- or equivalent / above.  Computer competency is essential.

