

## **RECRUITMENT RULES FOR THE POST OF 'PRINCIPAL' IN CENTRAL IHMs**

<b>S.No.</b>	<b>Item</b>	<b>Provisions</b>
1	Name of the post and Number of post	Principal One in each Central IHM
2	Scale of Pay and classification of the post	Pay Level 13, (equivalent to Group A)
3	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 educational qualification and work experience fulfilling either under Category A or Category B or Category B below:	
<b>7.1</b>	<b>Category A</b>	
7.1.1	Essential & Desirable Educational Qualification	<p>Post Graduation from a recognized University (Central/State/ Deemed to be/AIU equivalent PG from foreign Institution)</p> <p style="text-align: center;"><b>And (+)</b></p> <p>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:</p> <p>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.</p> <p>Desirable Qualification: Ph.D. Degree</p>
7.1.2	Essential Work Experience	<p>In addition to essential educational qualification, at least 20 (twenty) years of experience in:</p> <p>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</p>

		<p>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.</p> <p style="text-align: center;"><b>OR</b></p> <p>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.</p>
<b>7.2</b>		<b>Category B</b>
7.2.1	Essential & Desirable Educational Qualification	<p>Two Year full time Post Graduate Degree / Post Graduate 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.</p> <p>Desirable Qualification: Ph.D. Degree</p>
7.1.2	Essential Work Experience	<p><b>For Private Sector:</b> 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.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>For Government / PSUs / Autonomous Bodies:</b></p> <p>a) Officers should have at least 20 years of working experience with demonstrated capability including minimum three years teaching/training experience.</p> <p>b) Holding the post in the pay level 13 or its equivalent in PSUs/Autonomous Bodies <b>OR</b> minimum 5 years experience in pay level 12 or its equivalent in PSUs/Autonomous Bodies.</p>
<b>7.3</b>		<b>Category C</b>
7.3.1	Essential & Desirable Educational Qualification	<p>Two Year full time Post Graduate Degree / Master Degree / Post Graduate Diploma in Management/Tourism from a recognized University.</p> <p>Desirable Qualification: Ph.D. Degree</p>
7.3.2	Essential Work Experience	<p>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 <b>OR</b> working experience of minimum 5 years in pay level 12 or its equivalent in PSUs/Autonomous Bodies.</p> <p>b) Terms &amp; Conditions of deputation shall be governed as per DOPT guidelines. Normal deputation period will be initially of 3 years.</p>
8	Period of Probation, if any	One year.

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

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

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

**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
2. The Revised Recruitment Rules shall come into force with immediate effect.
  3. 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**

1. 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
7. 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**

S.NO	ITEM	PROVISION
1	Name of the Post	Head of Department
2	Scale of Pay	Pay Level 11 (as per 7th CPC) Rs.67700 – 208700
3	Method of recruitment	Promotion failing which by Direct Recruitment/ Short Term Contract
4	Whether post is Selection/Non-Selection	Selection
5	Age limit for Direct Recruits	Not exceeding 50 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.
6	Educational and other qualifications for Direct Recruits	<b><u>Educational Qualifications:</u></b> Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.  <b>And (+)</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 :

*MMR*  
14/5/2021



		<p>(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.</p> <p><b><u>Desirable Qualification :</u></b> (i) PhD degree (ii) Research papers publication in reputed journals</p> <p><b><u>Experience:</u></b></p> <p>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 &amp; Catering Technology / AICTE/ State Board of Technical Education / Recognised University.</p> <p style="text-align: center;"><b>OR</b></p> <p>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.</p>
7	Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion	No
8	Eligibility for promotion	At least 5 years of service in the grade of Senior Lecturer rendered after appointment thereto on regular basis.
9	Appointing Authority	Board of Governors
10	Method of Selection	For Promotion – DPC For Direct Recruitment / Short Term Contract– Personal Interview

  
14/05/2019

## ANNEXURE II

S.NO	ITEM	PROVISION
1	Name of the Post	Senior Lecturer
2	Scale of Pay	Pay level 10 (As per 7th CPC) RS. 56100 – 177500
3	Method of recruitment	Promotion failing which by Direct recruitment/ Short Term Contract
4	Whether post is Selection/Non-Selection	Selection
5	Age limit for Direct Recruits	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.
6	Educational and other qualifications for Direct Recruits	<p><b><u>Educational Qualifications:</u></b></p> <p>Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.</p> <p style="text-align: center;"><b>And (+)</b></p> <p>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 :</p> <p>(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></p>

  
 17/10/2019



		<p>(v) Central/State/Deemed to be University recognized by UGC. <b>OR</b></p> <p>(vi) Equivalent degree / Diploma of foreign university/ institution recognized by AIU.</p> <p><u>Desirable Qualification</u> : (i) PhD degree (ii) Research papers publication in reputed journals</p> <p><u>Experience</u>:</p> <p>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 &amp; Catering Technology /AICTE/ State Board of Technical Education / Recognised University.</p> <p style="text-align: center;"><b>OR</b></p> <p>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.</p>
7	Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion	No
8	Eligibility for promotion	At least 3 years of service in the grade of lecturer rendered after appointment thereto on a regular basis.
9	Appointing Authority	Board of Governors
10	Method of Selection	For Promotion – DPC For Direct Recruitment / Short Term Contract – Personal interview

  
 12/10/2019


# ANNEXURE III

S.NO	ITEM	PROVISION
1	Name of the Post	Lecturer
2	Scale of Pay	Pay level 7 (As per 7th CPC) Rs. 44900 – 142400
3	Method of recruitment	By Promotion and Direct Recruitment/Short Term Contract in the ratio 3:1.
4	Whether post is Selection/Non-Selection	Selection
5	Age limit for Direct Recruits	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
6	Educational and other qualifications for Direct Recruits	<p>Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.</p> <p><b>And (+)</b></p> <p>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 :</p> <p>(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.</p>

  
 Date 15/05/2020  
 17/05/2020



		<p><b><u>Desirable Qualification : PhD degree</u></b></p> <p><b>AND</b></p> <p><b><u>Essential Experience:</u></b></p> <p>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 &amp; Catering Technology / AICTE/ State Board of Technical Education / Recognized University.</p> <p><b>OR</b></p> <p>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,</p>
7	Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion	No
8	Eligibility for promotion	At least 5 years of service in the grade of Assistant Lecturer-cum-Assistant Instructor rendered after appointment thereto on a regular basis.
9	Appointing Authority	Board of Governors
10	Method of Selection	For Promotion – DPC For Direct Recruitment / Short Term Contract – Skill Test & Written Test


  
 15/05/2019

**ANNEXURE-IV**

S.NO	ITEM	PROVISION
1	Name of the Post	Assistant Lecturer
2	Scale of Pay	Pay Level 6 (As per 7th CPC) Rs. 35400 – 112400
3	Method of recruitment	Direct Recruitment
4	Whether post is Selection/Non-Selection	Not applicable
5	Age limit for Direct Recruits	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
6	Educational and other qualifications for Direct Recruits	<p><b>Educational Qualifications:</b></p> <p><b><u>Category A :</u></b></p> <p>Post Graduate in Hospitality / Tourism or MBA from a recognized University/ Institute.</p> <p><b>And (+)</b></p> <p>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 :</p> <p>(i) NCHMCT OR NCHMCT affiliated institute. OR (ii) An institute approved by AICTE. OR</p>

  
12/11/2019

		<p>(iii) An institute approved by the State Board of Technical Education. OR</p> <p>(iv) An institute affiliated to University duly recognized by UGC. OR</p> <p>(v) Central/State/Deemed to be University recognized by UGC. OR</p> <p>(vi) Equivalent degree / diploma of foreign university/ institution recognized by AIU.</p> <p><b><u>Desirable Qualification :</u></b></p> <p>1. PhD degree.</p> <p>2. Six months working experience in a 3 star or above category hotel.</p> <p><b><u>Mandatory qualification :</u></b></p> <p>Candidate should have qualified NHTET with prescribed percentage, conducted by NCHMCT.</p> <p style="text-align: center;"><b><u>Category B :</u></b></p> <p>Full time Bachelor's Degree in Hospitality / Hotel Administration / Hotel Management/ Culinary Art from 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.</p> <p><b><u>Common clauses for Category A &amp; B</u></b></p> <p>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</p> <p>2. Those having Ph.D degree in Hospitality related subjects from a recognised University / Institute after above prescribed qualification, need not to qualify NHTET</p>
7	Appointing Authority	Board of Governors
8	Method of Selection	Skill Test & Written Test

  
 12/5/2019



**ANNEXURE-V**

S.NO	ITEM	PROVISION
1	Name of the Post	Administrative-cum-Accounts Officer
2	Scale of Pay	Pay level 10 (As per 7th CPC) Rs. 56100 – 177500
3	Method of recruitment	1. Promotion from Office Superintendent/Accountant/ Accountant-cum-Office Superintendent with 8 years regular service in the grade.  OR  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  3. Direct Recruitment/ Short Term Contract.
4	Whether post is Selection/Non-Selection	Selection
5	Age limit for Direct Recruits	Not exceeding 50 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
6	Educational and other qualifications for Direct Recruits	<b>Educational Qualifications:</b> Bachelor of Commerce degree / BBA from a recognised University securing not less than 50% marks in aggregate.

  
14/5/2019

		<b>Experience:</b> 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.
7	Whether age and educational qualifications prescribed for Direct Recruits will apply in the case of promotion	Age: No Educational qualifications: No
8	Appointing Authority	Board of Governors
9	Method of selection	For Promotion : DPC In case of Deputation/ Direct Recruitment/ Short Term Contract method of selection : Personal Interview or Written Test + Personal Interview.

  
 12/05/2019