

## केन्द्रीय होटल प्रबंधन संस्थानों में प्रधानाचार्य पद के लिए भर्ती नियम

क्र.सं.	विवरण	प्रावधान
1	पद का नाम और रिक्तियों की संख्या	प्रधानाचार्य प्रत्येक केन्द्रीय संस्थान में एक
2	वेतनमान एवं पद की श्रेणी	वेतन स्तर 13 (समूह 'क' के समकक्ष)
3	भर्ती की प्रक्रिया	सीधी भर्ती
4	सीधी भर्ती के लिए आयु सीमा	रिक्ति की तिथि तक अनारक्षित वर्ग के लिए 53 वर्ष से अधिक नहीं होनी चाहिए। सरकारी नियमों के अनुसार अन्य वर्गों के लिए आयु सीमा में छूट लागू होगी। पर्यटन मंत्रालय के तहत स्वायत्त निकायों में कार्यरत कर्मचारियों को केंद्र सरकार द्वारा जारी निर्देशों या आदेशों के अनुसार 5 साल तक की छूट दी जा सकती है।
5	पद का कार्यकाल	वार्षिक कार्य प्रदर्शन के अवलोकन एवं 2 वर्षों की सेवा अवधि पूर्ण होने के बाद मंत्रालय द्वारा अनिवार्य परफॉर्मेंस रिव्यू किया जाएगा। यदि कार्य प्रदर्शन संतोषजनक नहीं पाया जाता है तो सेवा समाप्त की जा सकती है।
6	क्या पद चयन/गैर-चयन के अधीन है?	लागू नहीं।
7	आवश्यक एवं वांछनीय शैक्षणिक योग्यता एवं कार्य अनुभव जो निम्नलिखित वर्ग 'क' अथवा वर्ग 'ख' में से किसी एक को पूरा करता हो:	
7.1		<b>वर्ग 'क'</b>
7.1.1	आवश्यक एवं वांछनीय शैक्षणिक योग्यता	<p>किसी मान्यता प्राप्त विश्वविद्यालय से स्नातकोत्तर (केन्द्रीय/स्टेट/डीम्ड यूनिवर्सिटी/ए.आई.यू के अनुकूल विदेशी संस्थान से स्नातकोत्तर)</p> <p style="text-align: center;"><b>अथवा (+)</b></p> <p>(क) होटल प्रबंधन / हॉस्पिटैलिटी मैनेजमेंट / होटल प्रबंधन / हॉस्पिटैलिटी प्रबंधन / पाककला / कलिनरी साइंस में फुल टाइम डिग्री/फुल टाइम तीन वर्ष का डिप्लोमा, जिसमें कुल मिलाकर कम से कम 55% मार्क्स या उसके बराबर ग्रेड हो, जो निम्न में से किसी से जारी हो:</p> <p>(ख) एन.सी.एच.एम.सी.टी. या एन.सी.एच.एम.सी.टी. से मान्यताप्राप्त संस्थान <b>अथवा</b></p> <p>(ग) एआईसीटीई द्वारा अनुमोदित संस्थान <b>अथवा</b></p> <p>(घ) राज्य तकनीकी शिक्षा बोर्ड द्वारा अनुमोदित संस्थान <b>अथवा</b></p> <p>(ङ) विश्वविद्यालय अनुदान आयोग (UGC) के द्वारा विधिवत मान्यता प्राप्त विश्वविद्यालय से संबद्ध संस्थान <b>अथवा</b></p> <p>(च) विश्वविद्यालय अनुदान आयोग द्वारा मान्यता प्राप्त केंद्रीय/राज्य/डीम्ड यूनिवर्सिटी <b>अथवा</b></p> <p>भारतीय विश्वविद्यालय संघ (AIU) के द्वारा मान्यता प्राप्त विदेशी विश्वविद्यालय/संस्थान के समकक्ष डिग्री/डिप्लोमा</p> <p>वांछनीय योग्यता: पी.एचडी. डिग्री</p>

7.1.2	आवश्यक कार्य अनुभव	<p>आवश्यक शैक्षणिक योग्यता के अतिरिक्त न्यूनतम 20 (बीस) वर्ष का अनुभव</p> <p>(क) 20 वर्ष का शिक्षण जिसमें कम से कम 03 वर्ष एन.सी.एच.एम.सी.टी. से मान्यता प्राप्त होटल प्रबंधन संस्थान में विभागाध्यक्ष / समकक्ष शिक्षण का अनुभव हो, अथवा अखिल भारतीय तकनीकी शिक्षा परिषद (AICTE) से अनुमोदित संस्थान, या स्टेट बोर्ड ऑफ़ टेक्निकल एजुकेशन से अनुमोदित संस्थान, या विश्वविद्यालय अनुदान आयोग (UGC) से मान्यता प्राप्त यूनिवर्सिटी से जुड़े संस्थान, या यू.जी.सी. से मान्यता प्राप्त सेंट्रल/स्टेट/डीम्ड यूनिवर्सिटी, या भारतीय विश्वविद्यालय संघ (AIU) द्वारा मान्यता प्राप्त विदेशी यूनिवर्सिटी/संस्थान की समकक्ष डिग्री/डिप्लोमा हो और कुल 20 वर्ष के अनुभव में कम से कम 3 वर्ष का प्रशासनिक अनुभव हो। मान्यता प्राप्त फूड क्राफ्ट संस्थान के प्रधानाचार्य के अनुभव को विभागाध्यक्ष के समकक्ष माना जाएगा।</p> <p style="text-align: center;"><b>अथवा</b></p> <p>(ख) शिक्षण एवं होटल उद्योग दोनों में (20 वर्ष) का अनुभव, जिसमें ऊपर (क) में वर्णित संस्थान में कम से कम 03 वर्षों का शिक्षण अनुभव एवं पर्यटन मंत्रालय से प्रमाणीकृत 4-स्टार या उससे ऊपर के वर्ग के होटल में महाप्रबंधक स्तर पर 5 वर्षों का अनुभव शामिल है।</p>
7.2	<b>वर्ग 'ख'</b>	
7.2.1	आवश्यक और वांछनीय शैक्षणिक योग्यता	<p>विश्वविद्यालय अनुदान आयोग (UGC) से मान्यता प्राप्त यूनिवर्सिटी से या अखिल भारतीय तकनीकी शिक्षा परिषद (AICTE) से अनुमोदित प्रबंधन/पर्यटन में दो साल का फुल टाइम स्नातकोत्तर डिग्री/ स्नातकोत्तर डिप्लोमा या भारतीय विश्वविद्यालय संघ (AIU) द्वारा मान्यता प्राप्त विदेशी यूनिवर्सिटी/संस्थान के समांतर डिग्री/डिप्लोमा, जिसमें कुल मिलाकर कम से कम 60% मार्क्स या उसके समक्ष ग्रेड हों।</p> <p>वांछनीय योग्यता: पी.एचडी. डिग्री</p>
7.2.2	आवश्यक कार्य अनुभव	<p><b>निजी क्षेत्र के लिए:</b></p> <p>ऐसे उम्मीदवार जिनका टैक रिकॉर्ड अच्छा हो और जिनके पास हॉस्पिटैलिटी/टूरिज्म उद्योग में किसी जानी-मानी संगठन में एग्जीक्यूटिव पद पर कम से कम 17 वर्ष का अनुभव हो, साथ ही कम से कम 3 वर्ष का शिक्षण/प्रशिक्षण का अनुभव भी आवश्यक है (कुल 20 वर्ष), जिसमें से कम से कम 7 वर्ष का अनुभव मैनेजरियल पद पर होना चाहिए (जिसमें से कम से कम 5 वर्ष महाप्रबंधक (GM) के तौर पर) ऐसे निजी सेक्टर की कंपनियों/फर्मों में जिनका पिछले तीन वर्षों में प्रतिवर्ष टर्नओवर कम से कम 100 करोड़ रुपये रहा हो।</p> <p style="text-align: center;"><b>अथवा</b></p> <p><b>सरकार / पीएसयू / स्वायत्त निकायों के लिए:</b></p> <p>(क) अधिकारियों के पास न्यूनतम 20 वर्ष काम करने का अनुभव होना चाहिए, जिसमें उनकी काबिलियत साबित हो और कम से कम तीन साल का टीचिंग/ट्रेनिंग का अनुभव शामिल हो।</p> <p>(ख) पे लेवल 13 या पीएसयू/स्वायत्त निकायों में इसके बराबर के पद पर होना या पीएसयू/स्वायत्त निकायों में पे लेवल 12 या इसके बराबर के पद पर कम से कम 5 साल का अनुभव।</p>

**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
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 below:	
<b>7.1</b>	<b>Category A</b>	
7.1.1	Essential & Desirable Educational Qualification	Post Graduation from a recognized University (Central/State/ Deemed to be/AIU equivalent PG from foreign Institution) <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: 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.  Desirable Qualification: Ph.D. Degree
7.1.2	Essential Work Experience	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

		<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><u>For Private Sector:</u></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><u>For Government / PSUs / Autonomous Bodies:</u></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>

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

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New Delhi-110011

File No. I(11)/2000-HRD (Vol.V)

Dated: 24<sup>th</sup> August, 2018

**OFFICE ORDER**

**Subject: Amendment to the Recruitment Rules for the post of Principal, Central Institutes of Hotel Management under the Ministry of Tourism.**

In supersession to earlier Recruitment Rules for the post of Principal, Central Institutes of Hotel Management (CIHMs) set up as Autonomous Bodies under the Ministry of Tourism, the Revised Recruitment Rules for the post of Principal in CIHMs is attached.

2. The Revised Recruitment Rules shall come into force with immediate effect.
3. NCHMCT is also directed to notify the above Recruitment Rules immediately.
4. The Revised Recruitment Rules have the approval of Hon'ble Minister, Ministry of Tourism.

Encl. - 2

*R.L. Gupta*  
24/8/2018  
(R.L. Gupta)

Under Secretary to the Govt. of India

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

**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. Principals of All Central IHMs
8. Shri Hakim Singh, Technical Director, NIC with request to upload the Revised RRs on the Ministry of Tourism website.

**No.1(11)/2000-HRD (Vol.V)**  
**Government of India**  
**Ministry of Tourism**  
**Recruitment Rules for the post of Principal in Central IHMs**

S.N	Item	Provisions
1	Name of the Post, 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 upto 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	<b>Essential &amp; Desirable Educational Qualification &amp; Work Experience fulfilling either under category A or category B or category C below</b>	
7.1	<b>Category A</b>	
7.1.1	<b>Essential &amp; Desirable Education Qualification</b>	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

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24/11/2018

		<p>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 : PhD degree</p>
7.1.2	<b>Essential Work Experience</b>	<p>In addition to essential educational Qualification, at least 20 years (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 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 &amp; Craft Institute will be treated at par with HOD.</p> <p style="text-align: center;"><b>OR</b></p> <p>ii) Teaching &amp; 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* or above category hotel.</p>
7.2		<b>Category B</b>
7.2.1	<b>Essential Desirable Education Qualification</b>	<p>&amp; 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 : PhD degree</p>

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20/12/2018

7.2.2	<b>Essential Work Experience</b>	<p><b>(i) For Private Sector :</b> Candidates with proven track record with at least 17 years of experience from reputed organisation 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>(ii) For Government / PSUs / Autonomous Bodies :</b></p> <p>(a) Officers should have atleast 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>
7.3		<p><b>Category C</b> <b>For Deputation/Short Term Contract</b></p>
7.3.1	<b>Essential &amp; Desirable Education Qualification</b>	<p>Two year full time Post Graduate Degree / Master Degree/ Post Graduate Diploma in Management/Tourism from a recognized University.</p> <p>Desirable Qualification : PhD degree</p>
7.3.2	<b>Essential Work Experience</b>	<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	<b>Period of Probation, if any</b>	One year

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24/3/2018

9	<b>Composition of Selection Committee</b>	<p>The Selection Committee will consist of:</p> <ul style="list-style-type: none"> <li>(i) Chairman, Board of Governors (BOG), Central IHM concerned – Chairman</li> <li>(ii) Additional Director General (Tourism)/JS Level Officer, Ministry of Tourism, Govt. of India or his/her nominee (Member mandatory, without which the quorum shall not complete) – Member</li> <li>(iii) Financial Advisor/ Financial Controller, Ministry of Tourism, Government of India on the BOG or his/her nominee – Member</li> <li>(iv) Representative of Industry on the BOG – Member</li> <li>(v) Catering Expert on the BOG – Member</li> <li>(vi) One Officer from the reserved category not below the rank of Director/Deputy Secretary in Government of India to be appointed by the BOG – Member</li> <li>(vii) Chief Executive Officer, National Council for Hotel Management &amp; Catering Technology – Member Secretary</li> </ul>
10	<b>Appointing Authority</b>	Government of India, Ministry of Tourism

*P. C. Gunde*  
24/10/2018