**Minimum Pay, Qualifications and Experience are prescribed as under:**

**For the post of Principal**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S.No.** | **Item** |  |  | **Provisions** |
|  |  |  |
| 1 | Name of the post | **Principal** |
| 2 | Scale of | Pay | and | Pay Level 13, (as per 7th CPC) |
|  | classification | of | the | Rs.1,23,100 –2,15,900 |
|  | post |  |  |  | State Institute may have the different scale of the State |
|  |  |  |  |  | Government at either equivalent (not bellow level) or |
|  |  |  |  |  | higher level. |
|  |  |  |  |  | In case of tenure based Contractual appointment and |
|  |  |  |  |  | where no regular scale is maintained, a consolidated pay, |
|  |  |  |  |  | not below the minimum basic in the central scale as |
|  |  |  |  |  | mentioned above, with applicable allowances, if any exist |
|  |  |  |  |  | in the Institute, be offered. In case of consolidated pay, |
|  |  |  |  |  | annual increment not less than 3% on pay also be offered. |
|  |  |  |  |  |  |
| 3 | Method of |  |  |  | Direct Recruitment or to be decided by management |
|  | Recruitment |  |  | (Board) the Institute |
|  |  |  |  |  |
| 4 | Age limit | for | direct | Not exceeding 53 years for General Category on date of |
|  | recruits |  |  |  | vacancy for Central IHMs. |
|  |  |  |  |  | Age relaxation as per government norms will be applicable |
|  |  |  |  |  | for other categories. |
|  |  |  |  |  | However, the State Govt. IHMs, PSU run IHMs and |
|  |  |  |  |  | Private IHMs may have different age criteria |
|  |  |  |
| 5 | Tenure of the Post | A mandatory performance review of the functioning of the |
|  |  |  |  |  | Principal to be done by the Competent Authority of the |
|  |  |  |  |  | Institute after completion of 2 years of service. Services |
|  |  |  |  |  | may be discontinued in case of unsatisfactory |
|  |  |  |  |  | performance. This shall be applicable to all sets of IHMs. |
|  |  |  |  |  |  |

1. Whether post is Not applicable. Selection/ Non-

Selection

1. Essential & Desirable educational qualification and work experience fulfilling either under Category A or Category B or Category B below:

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **7.1** |  |  |  |  |  |  | **Category A** |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  | 7.1.1 |  | Essential | & | Post Graduation from a recognized University (Central/State/ |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  | Desirable |  |  | Deemed to be/AIU equivalent PG from foreign Institution) |  |  |
|  |  |  |  |  | Educational |  |  | **And (+)** |  |  |
|  |  |  |  |  | Qualification |  |  | 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; **OR** |  |  |
|  |  |  |  |  |  |  |  | ii) An Institute approved by AICTE; **OR** |  |  |

1. An Institute approved by the State Board of Technical Education; **OR**
2. An Institute affiliated to University duly recognized by

UGC; **OR**

1. Central/State/Deemed to be University recognized by

UGC; **OR**

1. Equivalent degree/diploma of foreign university/institution recognized by AIU.

Desirable Qualification: Ph.D. Degree

|  |  |  |
| --- | --- | --- |
| 7.1.2 | Essential Work | In addition to essential educational qualification, at least 20 |
|  | Experience | (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 |
|  |  |  | 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. |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **7.2** |  |  |  |  |  | **Category B** |  |  |
|  | 7.2.1 |  | Essential | & |  |  | Two Year full time Post Graduate Degree / Post Graduate |  |  |
|  |  |  |  |  |
|  |  |  | Desirable |  |  |  | Diploma in Management/Tourism from a recognized |  |  |
|  |  |  | Educational |  |  |  | University under UGC or approved by AICTE / Equivalent |  |  |
|  |  |  | Qualification |  |  |  | degree/diploma of foreign university/institution recognized by |  |  |
|  |  |  |  |  |  |  | AIU with minimum of 60% marks in aggregate or its |  |  |
|  |  |  |  |  |  |  | equivalent grade. |  |  |
|  |  |  |  |  |  |  | Desirable Qualification: Ph.D. Degree |  |  |
|  | 7.1.2 |  | Essential Work |  |  |  | **For Private Sector**: Candidate with proven track record with |  |  |
|  |  |  | Experience |  |  |  | at least 17 years of | experience from reputed organization in |  |  |
|  |  |  |  |  |  |  | executive capacity in hospitality/tourism industry **plus** 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/ |  |  |
|  |  |  |  |  |  |  | Autonomous Bodies. |  |  |

|  |  |  |
| --- | --- | --- |
| **7.3** |  | **Category C** |
|  |  |  |
| 7.3.1 | Essential & | Two Year full time Post Graduate Degree / Master Degree / |
|  | Desirable | Post Graduate Diploma in Management/Tourism from a |
|  | Educational | recognized University. |
|  | Qualification | Desirable Qualification: Ph.D. Degree |
| 7.3.2 | Essential Work | a) Government / PSUs / Autonomous Bodies officers with |
|  | Experience | 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 | As per the provision in the rules of the concerned Institute |
|  | Probation, if any |  |