

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 classification of the post	Pay Level 13, (as per 7 th CPC) Rs.1,23,100 –2,15,900 State Institute may have the different scale of the State Government at either equivalent (not below 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 Recruitment	Direct Recruitment or to be decided by management (Board) the Institute
4	Age limit for direct recruits	Not exceeding 53 years for General Category on date of 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.
6	Whether post is Not applicable. Selection/ Non-Selection	
7	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 & 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; OR ii) An Institute approved by AICTE; OR

		<ul style="list-style-type: none"> 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. <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> <ul style="list-style-type: none"> 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. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> 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 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>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 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.</p> <p style="text-align: center;">OR</p> <p>For Government / PSUs / Autonomous Bodies:</p> <ul style="list-style-type: none"> 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 & Desirable Educational Qualification	Two Year full time Post Graduate Degree / Master Degree / Post Graduate Diploma in Management/Tourism from a recognized University. Desirable Qualification: Ph.D. Degree
7.3.2	Essential Work Experience	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	As per the provision in the rules of the concerned Institute