



APPOINTMENT

The State Institute of Hotel Management (SIHM), Siddhpur, Gujarat is promoted by the Tourism Corporation of Gujarat Limited (TCGL), a Government of Gujarat undertaking, and is established as an autonomous institute approved by AICTE and affiliated with Gujarat Technological University (GTU).

SIHM invites applications from passionate and outstanding individuals for the position of academic staff (outsource based) as below:

Principal	Professor	Associate Professor	Assistant Professor
01	01	02	07
Food and Beverage Production, Room Division, Food and Beverage Service, Housekeeping, Accommodation Operations, Tourism, Front Office Management, Communication, and Management.			

SIHM invites applications from passionate and outstanding individuals for the position of Non-academic staff (outsource based) as below:

Administrative Officer	Training and Placement Officer	Warden (Female) for Girl's Hostel	Accountant	Counsellor	Office Assistant
01	01	01	01	01	01

Note:

1. Applications may be submitted via email at recruitment@ethosgroup.biz, along with all educational and experience-related documents, within 15 days from the date of the advertisement.
2. Qualifications and experience shall be as per **AICTE/GTU norms**. Details regarding the qualifications and experience required for the above post are available on our website: www.ethosindia.com
3. The appointment will be made through our manpower agency purely on outsource based, **Ethos HR Management & Project Limited**, in accordance with their prescribed terms and conditions. For further details, you may contact: **079-40056789**.

Last Date for Submission of Application: 15/04/2026

Eligibility Criteria and Salary Norms for Non-Teaching Staff:

Sr. No.	Name of Post	No. of Posts	Eligibility Criteria	Salary Range (₹)
1	Administrative Officer	1	Master's Degree from a recognized University with a minimum of 6-10 years of work experience in the relevant field. OR Bachelor's Degree from a recognized University with a minimum of 10 years of work experience in the relevant field.	30,000 – 45,000
2	Accountant	1	Master's Degree from a recognized university with a minimum of 2 years of work experience in relevant field. Or Bachelor's Degree from a recognized University with a minimum of 4 years of work experience in the relevant field.	25,000 – 30,000
3	Counsellor	1	Master's Degree from a recognized university with a minimum of 2 years of work experience in relevant field. Or Bachelor's Degree from a recognized University with a minimum of 4 years of work experience in the relevant field.	25,000 – 30,000
4	Training & Placement Officer	1	Master's Degree from a recognized University with a minimum of 10 years of work experience in the relevant field. OR Bachelor's Degree from a recognized University	45,000



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			with a minimum of 10 years of work experience in the relevant field.	
5	Girls Hostel Warden	1	Bachelor's Degree from a recognized University with a minimum of 2-4 years of work experience in the relevant field. Or Minimum 12th Pass with 7 Years and above experience.	17,000 – 30,000
6	Office Assistant		Bachelor's Degree from a recognized University with a minimum of 2-4 years of work experience in the relevant field. Or Minimum 12th Pass with 7 Years and above experience.	17000-25000

Eligibility Criteria and Salary Norms for Teaching Staff as per the norms of AICTE/GTU

Sr. No	Position	Area Of Specialization	Number Of Post	Eligibility Criteria
1	Principal	Hospitality Industry	01	<p>a. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant* disciplines.</p> <p>AND</p> <p>b. Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at a post equivalent to that of Professor.</p> <p>OR</p> <p>b. Minimum 15 years of experience in teaching / research/ industry, out of which at least 5 years shall be at Top Management level.</p> <p>AND</p> <p>c. At least 08 research publications at the level of Associate Professor/ Professor in SCI Journals/UGC/AICTE approved list of journals and at least 02 successful Ph.D. guided as Supervisor/ Co-Supervisor</p> <p>OR</p> <p>c. In case of HMCT/relevant* disciplines, 12 research publications in SCI journals / UGC / AICTE approved list of journals</p> <p>OR</p> <p>12 live case studies or 12 live industry projects as research / consultancy having credential of very high standing would be recognized as equivalent to publications.</p>



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2	Professor	Hospitality Industry	01	<p>a. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant* disciplines.</p> <p>AND</p> <p>b. Minimum 10 years of experience in teaching / research/ industry, out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.</p> <p>OR</p> <p>b. Minimum 10 years of experience in teaching / research/ industry, out of which at least 5 years shall be at Senior Management level.</p> <p>AND</p> <p>c. At least 08 research publications at the level of Associate Professor in SCI Journals/UGC/AICTE approved list of journals and at least 02 successful Ph.D. guided as Supervisor/ Co-Supervisor</p> <p>OR</p> <p>c. In case of HMCT/relevant* disciplines, At least total 10 research publications in SCI journals / UGC / AICTE approved list of journals</p> <p>OR</p> <p>10 live case studies or 10 live industry projects as research / consultancy having credential of very high standing would be recognized as equivalent to publications.</p>
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3	Associate Professor	Food Production 01	a. Ph.D. degree in the relevant* field and First class or equivalent at either Bachelor's or Master's level in the relevant* disciplines. AND b. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals. OR b. In case of HMCT/relevant* disciplines, 6 live case studies or 6 live industry projects as research / consultancy having credential of very high standing would be recognized as equivalent to publications. AND c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience. Note:
		Room Division 01	02 1. In case of HMCT/relevant* disciplines, 8 years of industry experience at a managerial level not below the position of Head of Department handling a team of 20 persons or more in a 4 star hotel or above category or in a similar position in the hospitality industry / tourism industry. 2. In case of non-availability of an Associate Professor qualified as per the above norms, Institutes must fill up this vacancy by recruiting an Assistant Professor. This flexibility will be valid for a period of seven (7) years from the date of publication of the gazette dated 1st March 2019.



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4	Assistant Professor	Food And Beverage Services	01	Minimum 4 years Bachelor's Degree in HMCT/relevant* disciplines and Master's Degree in HMCT / relevant* disciplines with First Class or equivalent in any one of the two degrees.
		Housekeeping	01	
		Food And Beverage Production (Chef)	01	OR
		Accommodation Operation	01	Minimum 4 years Bachelor's Degree in HMCT/relevant* disciplines with First Class or equivalent and minimum of 5 years of relevant experience at a managerial level not less than Assistant Manager in a 4 — star Hotel or in a similar position in the hospitality industry/ tourism industry.
		Communication and Management	01	
		Tourism	01	OR
		Front Office Management	01	The candidates/incumbents having qualification of three years Bachelor Degree in HMCT/relevant* disciplines along with the other qualifications and experience as mentioned in AICTE Gazette Notification dated 1st March 2019 are eligible for the purpose of recruitment provided that the candidate has confirmed admission in Three year Bachelor's Programme in HMCT/ relevant* disciplines before publication of AICTE notification dated 1st March 2019 and produces an evidence of this admission. However, in all other cases qualifications published in AICTE gazette dated 1st March 2019 shall be referred.