

COLLEGE OF DEFENCE MANAGEMENT SECUNDERABAD - 500094

Sub: Inviting comments on the proposed Recruitment Rules to the various posts of CDM

Headquarters Integrated Defence Staff proposes to frame Recruitment Rules (RRs) for the following posts of CDM :-

- | | | |
|--|---|---------|
| (i) Assistant Professor - Behavioural Science (Gp 'A') | } | New RRs |
| (ii) Assistant Professor - Fin Mgt (Gp 'A') | | |
| (iii) Assistant Professor - Sys Analysis (Gp 'A') | | |

2. In terms of DoP&T O.M No. 14017/61/2008-Estt.(RR) dated 13.10.2015, draft Notification and Schedule have been uploaded on the website of the CDM for offering comments on the proposed Notification and Schedule of Recruitment Rules from all stakeholders in the following format:-

Name of the Post	
Serial No./Column No. of the proposed Notification/Schedule of RRs of the post	Comments

3. The comments as per the above format should reach to this office latest by.....18 Oct 25 at the following address :-

Col 'Adm'- CDM
Secunderabad - 500094

(TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART II, SECTION 4)

GOVERNMENT OF INDIA

Ministry of Defence

Notification

New Delhi, the _____, 2025

S.R.O. _____ In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President hereby makes the following Rules regulating the method of recruitment to the post of Assistant Professor in the College of Defence Management (CDM), Secunderabad under Headquarters, Integrated Defence Staff, Ministry of Defence, namely:-

1. Short Title and Commencement. - (1) These Rules may be called the Ministry of Defence, Headquarters Integrated Defence Staff, College of Defence Management (CDM), Secunderabad, Assistant Professor (Group 'A' Posts) Recruitment Rules, 2025.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application – These rules shall apply to the posts specified in Column (1) of the Schedule annexed to these rules.

3. Number, Classification and Pay Band and Grade Pay or Pay Scale. - The number of post, its classification and the pay band and grade pay or scale of pay attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these Rules.

4. Method of Recruitment, Age limit and Qualification, etc. – The method of recruitment to the said post, age limit, qualification and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

5. Disqualification. – No person, -

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to Relax. – Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Union Public Service Commission, relax any provisions of these Rules with respect to any class or category of persons.

7. Saving. - Nothing in these Rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of Post	Number of Post	Classification	Level in the Pay Matrix	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
I. Assistant Professor (Financial Management)	01 * (2025) * Subject to variation dependent upon the workload	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Academic Level-10, Entry Pay Rs. 57,700/- plus Allowance as admissible as promulgated by MoD from time to time.	Not Applicable

Age Limits for Direct Recruits	Educational and other qualification required for Direct Recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees
(6)	(7)	(8)
<p>Not exceeding 35 years.</p> <p>Note1 : (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government)</p> <p>Note2: The crucial date for determining the age- limit shall be as advertised by the UPSC.</p>	<p>(i) Bachelor's Degree in any discipline and Master's Degree in Business Administration/PGDM/C.A./ICWA/M.Com. with First Class or equivalent; and</p> <p>(ii) Two years of professional experience after acquiring the Master's degree.</p> <p>Note1: A minimum of 55% marks or an equivalent grade in a point scale wherever grading system is followed will be required at the master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professor.</p> <p>Note2: A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</p> <p>Note 3: The qualification(s) regarding experience is/are relaxable at the discretion of the U.P.S.C., for reasons to be recorded in writing in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at</p>	Not applicable

	<p>any stage of selection the U.P.S.C., is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> <p>Note 4: A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September 1991.</p> <p>Note 5: Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible.</p> <p>Note 6: The period of time taken by candidates acquire M. Phil, and/or Ph.D degree shall not be considered as Teaching/Research experience to be claimed for appointment to the teaching positions.</p>	
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Period of Probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption to be made.
(9)	(10)	(11)
<p>One Year</p> <p>Note: There shall be a mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government</p>	<p>By Direct Recruitment.</p> <p>Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation basis from officers of the Central Government: (a) Holding analogous posts on regular basis in the parent cadre/department; and (b) Possessing educational qualifications and experience prescribed for direct recruits under column (7). (Period of Deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment by deputation shall not exceed fifty six years as on the closing date of receipt of applications).</p>	Not applicable

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(12)	(13)
<p>Departmental Promotion Committee (for considering Confirmation) consisting of :-</p> <ol style="list-style-type: none"> 1. Joint Secretary (Estt) Ministry of Defence - Chairman 2. Principal Director (Pers) Headquarters Integrated Defence Staff - Member 3. Head of Faculty (Brig/equivalent), College of Defence Management - Member 	<p>Consultation with Union Public Service Commission is necessary while making direct recruitment.</p>

SCHEDULE

Name of Post	Number of Post	Classification	Pay Band and Grade Pay or Pay Scale	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
2. Assistant Professor (System Analysis)	01 * (2025) * Subject to variation dependent upon the workload	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Academic Level-10, Entry Pay Rs. 57,700/- plus Allowance as admissible as promulgated by MoD from time to time.	Not Applicable

Age Limits for Direct Recruits	Educational and other qualification required for Direct Recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees
(6)	(7)	(8)
<p>Not exceeding 35 years.</p> <p>Note1 : (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government)</p> <p>Note2: The crucial date for determining the age- limit shall be as advertised by the UPSC.</p>	<p>Eligibility (A or B) :</p> <p>(A) (i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) with System Analysis as subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:</p> <p>Provided, the candidates registered for the Ph.D. programme prior to Jul 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ Institutions subject to the fulfillment of the following conditions:-</p>	Not applicable

- (a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- (b) The Ph.D. thesis has been evaluated by at least two external examiners;
- (c) An open Ph.D. viva voce of the candidate has been conducted;
- (d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- (e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/ funded/ supported by the UGC/ICSSR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

(B). The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The academic score as per latest UGC notification shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

Note1: A minimum of 55% marks or an equivalent grade in a point scale wherever grading system is followed, will be required at the master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professor.

Note2: A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

	<p>Note 3: The qualification(s) regarding experience is/are relaxable at the discretion of the U.P.S.C., for reasons to be recorded in writing in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection the U.P.S.C., is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> <p>Note 4: A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September 1991.</p> <p>Note 5: Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible.</p> <p>Note 6: The period of time taken by candidates acquire M. Phil, and/or Ph.D degree shall not be considered as Teaching/Research experience to be claimed for appointment to the teaching positions.</p>	
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Period of Probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption to be made.
(9)	(10)	(11)
One Year Note: There shall be a mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government	By Direct Recruitment. Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation basis from officers of the Central Government: (a) Holding analogous posts on regular basis in the parent cadre/department; and (b) Possessing educational qualifications and experience prescribed for direct recruits under column (7). (Period of Deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment by deputation shall not exceed fifty six years as on the closing date of receipt of applications).	Not applicable

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SCHEDULE

Name of Post	Number of Post	Classification	Pay Band and Grade Pay or Pay Scale	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
3. Assistant Professor (Behavioural Sciences)	01 * (2025) * Subject to variation dependent upon the workload	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Academic Level-10, Entry Pay Rs. 57,700/- plus Allowance as admissible as promulgated by MoD from time to time.	Not Applicable

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(File No. 16041/RRs/Asst Prof/CDM/IDS/Pers/

D(Apptt.)/2025)

Under Secretary to the Govt of India