

4(i) **HIGH PERFORMANCE MANAGER:**

HIGH PERFORMANCE MANAGER- JOB DESCRIPTION

Role Title	High Performance Manager
Reports to	Director General
Area	Performance Evaluation & Management
Organisation	Sports Authority of India
Location	Delhi/Bangalore/Kolkata
Roles that report to this position	High Performance Team Members

ROLE PURPOSE

Under the guidance of the **Director General** the High Performance Director's, primary responsibilities of the role are:-

- Development and implementation of the **STATE SPORTS DEPARTMENT** national high performance programmed and policies and the associated training programmes it encompasses.
- To lead and develop a professional, high-performing team to ensure the effective, efficient and economic delivery of performance investment and support programs.
- Provide overall leadership to develop training programs for athletes training in **Khelo India State Level Centers of Excellence (KISCE), Khelo India scheme and other training centers of Sports Authority of India.**
- Work closely with program coaches, sports scientists and athletes in performance monitoring across training and competition settings, to track data and provide detailed analytical information to both.
- Continually monitor new developments in the performance spectrum for knowledge enhancement of Coaches and the members of the high performance team.

KEY CHALLENGES

- Working within a highly competitive, complex multi-sport environment.
- Working together with multiple stakeholders with varying interests and agendas.
- Working to provide cross discipline delivery of performance requirements in close association with other experts.

KEY ACCOUNTABILITIES:

Operational	Description
Performance Evaluation	<ul style="list-style-type: none"> • Ensure performance assessment of all athletes under the applicable schemes in accordance with NSF approved protocols • Carry out athlete performance analysis in consultation with the high performance team • Continuous evaluation of test protocols with the team to recommend betterment of the system. • Work with other team members to assess appropriate intervention policies and athlete requirements and be part of regular athlete assessments and performance reviews.
Monitoring	<ul style="list-style-type: none"> • Complete training programme designs and implementation at various KISCE. • Implementation of Sports Science deductions by the team in correct time frame and coordination. • Data entry of all performance tests.
Data Assimilation	<ul style="list-style-type: none"> • Collection and Data entry of tests in NSRS System. • Continuous usage of the system by all Coaches and high performance team members.
General	<ul style="list-style-type: none"> • Work collaboratively with all Coaches, other Sports Science team members towards organizational and performance driven outcomes. • Ensure availability of all lab and field equipment in operational readiness.

Role	Description
Performance Driver	<ul style="list-style-type: none"> • Plan, oversee, implement and evaluate all elements of national high-performance program and athlete channels to ensure sustainable excellence by National/KISCE athletes. Ensure Coach led- Athlete centric development. • Document goals and program plans in KISCE strategic, high performance, and annual plans. • Provide leadership and technical expertise to all high-performance program stakeholders. • Communicate the vision and goals of the high-performance program. • Advise sports scientists, medical, para medical staff and project managers to study and analyze international developments, performance and rehabilitation and recovery trends. • Attend to training venues, playfield during training hours from time to time and also attend to games and competitions to provide overarching guidance towards Athlete Assessment. • Ensure continuous need analysis by the team for performance enhancement of athletes in conjunction with SAI/NSFs.
Sport Development	<ul style="list-style-type: none"> • Implement Junior athlete development programmes. • Coordinate, integrate and lead talent identification programmes • Develop, promote and implement structured athlete pathways to feed into the high performance system. • Retain and nurture athletes. • Optimize development for athletes and coaches at all levels of sport development pathways.
Organisation & Management	<ul style="list-style-type: none"> • Create a winning culture and environment across the high-performance program. • Ensure the provision of optimal coaching, science medicine and lifestyle support to athletes on the high-performance program. • Recruit, direct and manage a coaching and support team with the skills and experience necessary to ensure that the goals of the high-performance plan are achieved. • Set and review annual performance objectives for all High-Performance staff. • Work closely with sports scientists and medical and para medical staff to implement an optimal sports science and medical support structure. • Ensure good staff morale through effective people management practices and behavior.
Personnel Management	<ul style="list-style-type: none"> • Align and support coaches in implementation of performance and training program objectives. • Manage and coordinate the activities of all KISCE Team Programs coaches and staff including sport science and paramedical personnel • Direct and manage KISCE Athletes High-Performance Managers/Project Managers/ Project Leaders. • Direct high performance administrative work in partnership with KISCE/Regional Directors

Eligibility Criteria:

Criteria	High Performance Director
Eligibility Criteria	Master Sports (MSI/PHD/MBA with at least 10 Years of Research Experience OR Eminent players having represented India in Senior Category with at least 5 Years of sports management/ Research experience OR Eminent Coach having trained Indian Player with at least 10 years of sports management/Research experience

Remuneration	Rs. 1- Lakh- 1.5 Lakhs
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Age Limit: There is an upper age limit of 65 years.

Scoring Criteria for High Performance Manager

CATEGORIES FOR EVALUATION	MAX MARKS	SCORING OF MARKS (out of 100)
Total Work experience	20	2 marks for every completed 1 year of work experience in the field of sports will be awarded, upto a maximum of 20 marks
Higher Educational Qualification	10	10 marks for attaining Ph.D. in Physical Education, Management, Sports Science or any other relevant domain in the field of sports
Performance Monitoring & Evaluation	30	Clarity on subject matter related to performance of athletes, test protocols, weeding out, continuous evaluation, training programm designs, Long term athlete development, etc.
Sports Science	20	Knowledge of sports science related verticals, integration of sports science with overall development of athlete, recovery and rehabilitation, etc.
Organization & Development	10	How to create a winning culture and environment, managing coaching staff and support staff, coordination with Sports department, bringing out the best with the available talent & equipment, etc.
Sports Development	10	Develop and implement junior athlete programs, talent identification, etc.

4(v).**STRENGTH & CONDITIONING EXPERTS :**

(Specific requirements, shortlisting and interview information)

1. **ESSENTIAL EDUCATIONAL QUALIFICATIONS.**

Applications are invited from all interested candidates who possess any of the following degree from a recognized Indian or Foreign University and qualification as follows:

- Bachelors or Masters in Sports and Exercise Science/Sports Science/Sports Coaching.

OR

- Any Graduation with ASCA Level-1 or above/CSCS/UK SCA accredited coach/Diploma in fitness training /Certificate course in Fitness Training from Government Institution.

2. **CRITERIA FOR SHORT LISTING OF CANDIDATES FOR THE INTERVIEW.**

Short listing of candidates to provide an optimum ratio for the interview will be carried out on following basis:

<u>CATEGORIES FOR EVALUATION</u>	<u>MAX MARKS</u>	<u>SCORING OF MARKS</u>		
Higher Educational Qualifications	10	Masters in Sports and Exercise Science/Sports Science - 10 marks	Masters in Sports Coaching – 7marks	Masters in Physical Education/ Diploma in sports coaching– 5marks
Work Experience	10	Every completed six months of related experience at a recognized State / National level sports organization(Govt or Private) working with teams/players will be given 1 mark, Upto a maximum of 10 marks.		
Strength & Conditioning Certification	15	ASCA Level 3/CSCS (NSCA)/Level 4 (UK) – 15marks	ASCA Level 2/Level 3 (UK)- 10marks	ASCA Level 1/Certificate course in Strength &Conditioning/ fitness trainer level 4 certification from National Skill Development Cooperation of India – 5marks
Percentage of Marks obtained in Graduation	5	$\geq 50\%$ --<math>60\% =2 marks $\geq 60\%$ --<math>70\% =3marks $\geq 70\%$ --<math>80\% =4marks $\geq 80\%$ =5marks.		
Sports achievement	10	International Level (Representing India in a sports event recognized by sports governing bodies)– 10marks	Medal at National Level (Representing his/her state in national competition recognized National Sports Federation) – 7marks	Medal at University/State Level(representing district/university in a state level, university competition recognized by State Sports body or AIU)– 5marks

3. **INTERVIEW PROCESS**

The interview will be of 100 marks.

The Candidates will be assessed on the following:

CATEGORIES FOR EVALUATION	MAXIMUM MARKS
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Domain Expertise	30
Practical knowledge and knowledge of allied sports science disciplines	20
Aptitude for working in a sports organization	15
Principles of training, Programming of training design and its organization	15
Soft skills	10
Pre-Rehabilitation& Injury Management	10

Remuneration:

DESIGNATION	GRADE	REMUNERATION
Strength And Conditioning Expert	Lead	Rs. 80,000 – 1,00,000
Strength And Conditioning Expert	II	Rs. 60,000 – 80,000

Age limit:The candidate must not have attained 45 years of age as on the closing date for the advertisement.

Job Responsibilities :

Designation	Job Responsibilities
Strength & Conditioning Expert	<ol style="list-style-type: none"> 1. Design and implement strength training and conditioning programs in-season, off-season, and pre-season for all athletes in various programs in a manner that reflects research-driven practices in accordance with the Long-Term Athletic/Fitness Development Model. 2. Work in cooperation with the sports medicine or athletic training staff in the rehabilitation and strengthening of injured athletes. 3. Facilitate a collaborative relationship among sport coaches, sports medicine, and the strength and conditioning staff. 4. Design and implement policies and procedures for the strength and conditioning program in accordance with the guidelines of State Sports Department. 5. Develop systems for tracking athlete attendance and athlete progress in conjunction with the sport coaches. 6. Conduct an annual needs-analysis for each sport team in conjunction with the Coaching staff and sport science team at the conclusion of each sport season. 7. Annually conduct and review a departmental risk management plan. 8. Complete an annual budgetary proposal for the program that includes routine maintenance, purchase of new equipment, and staffing needs. 9. Determine and reinforce expectations for athlete conduct for curricula and extra-curricular activities, as stated in the Centers Athlete Code of Conduct. 10. Conduct an annual evaluation including the design of professional development activities. 11. Carry out research on newest methods and techniques in Strength & Conditioning domain. 12. Analyze data collected from athletes to suggest formation of norms for Indian athletes. 13. Actively enter all data needed in the Athlete management System or with respect to performance evaluation of athletes. 14. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General State Sports Department.

