

**Directorate of Sports & Youth Affairs**

Directorate of Sports & Youth Affairs invites applications for recruitment by selection on Contractual Basis for High Performance Manager for multiple disciplines at Khelo India State Centre of Excellence (KISCE) at G V Raja Sports School, Thiruvananthapuram

Interested candidate may apply in the prescribed format attached as **Annexure I**. Also, the particulars should be filled in excel format and email to [gvrspportsschool@gmail.com](mailto:gvrspportsschool@gmail.com) by 15.01.2021 till 5 PM. Only short-listed candidates shall be called for the interview.

Directorate of Sports & Youth Affairs reserves the right to withdraw this advertisement at any time without assigning any reason.

(Name & Designation of the  
Competent Authority)

## HIGH PERFORMANCE DIRECTOR- JOB DESCRIPTION

<b>Role Title</b>	<b>High Performance Manager</b>
<b>Reports to</b>	<b>Director, Directorate of Sports &amp; Youth Affairs</b>
<b>Area</b>	<b>Performance Evaluation &amp; Management</b>
<b>Organisation</b>	<b>Directorate of Sports &amp; Youth Affairs</b>
<b>Location</b>	<b>Thiruvananthapuram</b>
<b>Roles that report to this position</b>	<b>High Performance Team Members</b>

### ROLE PURPOSE

Under the guidance of the Director, Directorate of Sports & Youth Affairs the High Performance Director's, primary responsibilities of the role are:-

- Development and implementation of the DSYA national high performance programme 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 KISCE at G V Raja Sports School
- 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

<b>Operational</b>	<b>Description</b>
Performance Evaluation	<ul style="list-style-type: none"> <li>• Ensure performance assessment of all athletes under the applicable schemes in accordance with NSF approved protocols</li> <li>• Carry out athlete performance analysis in consultation with the high performance team</li> <li>• Continuous evaluation of test protocols with the team to recommend betterment of the system.</li> <li>• Work with other team members to assess appropriate intervention</li> </ul>

	<p>policies and athlete requirements and be part of regular athlete assessments and performance reviews.</p>
Monitoring	<ul style="list-style-type: none"> <li>• Complete training programme designs and implementation at KISCE, G V Raja Sports School.</li> <li>• Implementation of Sports Science deductions by the team in correct time frame and coordination.</li> <li>• Data entry of all performance tests.</li> </ul>
Data Assimilation	<ul style="list-style-type: none"> <li>• Collection and Data entry of tests in NSRS System.</li> <li>• Continuous usage of the system by all Coaches and high performance team members.</li> </ul>
General	<ul style="list-style-type: none"> <li>• Work collaboratively with all Coaches, other Sports Science team members towards organizational and performance driven outcomes.</li> <li>• Ensure availability of all lab and field equipment in operational readiness.</li> </ul>

<b>Role</b>	<b>Description</b>
Performance Driver	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Document goals and program plans in KISCE strategic, high performance, and annual plans.</li> <li>• Provide leadership and technical expertise to all high-performance program stakeholders.</li> <li>• Communicate the vision and goals of the high-performance program.</li> <li>• Advise sports scientists, medical, para medical staff and project managers to study and analyze international developments, performance and rehabilitation and recovery trends.</li> <li>• 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.</li> <li>• Ensure continuous need analysis by the team for performance enhancement of athletes in conjunction with SAI/NSFs.</li> </ul>
Sport Development	<ul style="list-style-type: none"> <li>• Implement Junior athlete development programmes.</li> <li>• Coordinate, integrate and lead talent identification programmes</li> <li>• Develop, promote and implement structured athlete pathways to feed into the high performance system.</li> <li>• Retain and nurture athletes.</li> <li>• Optimize development for athletes and coaches at all levels of sport development pathways.</li> </ul>
Organisation & Management	<ul style="list-style-type: none"> <li>• Create a winning culture and environment across the high-performance program.</li> <li>• Ensure the provision of optimal coaching, science medicine and lifestyle support to athletes on the high-performance program.</li> <li>• Recruit, direct and manage a coaching and support team with the skills and experience necessary to ensure that the goals of the high-</li> </ul>

	<p>performance plan are achieved.</p> <ul style="list-style-type: none"> <li>• Set and review annual performance objectives for all High-Performance staff.</li> <li>• Work closely with sports scientists and medical and para medical staff to implement an optimal sports science and medical support structure.</li> <li>• Ensure good staff morale through effective people management practices and behavior.</li> </ul>
Personnel Management	<ul style="list-style-type: none"> <li>• Align and support coaches in implementation of performance and training program objectives.</li> <li>• Manage and coordinate the activities of all NCOE Team Programs coaches and staff including sport science and paramedical personnel</li> <li>• Direct and manage KISCE Athletes High-Performance Managers/Project Managers/ Project Leaders.</li> <li>• Direct high performance administrative work</li> </ul>

**Eligibility Criteria:**

Criteria	High Performance Director
Eligibility Criteria	<p>Master Sports (MSI/PHD/MBA with at least 10 Years of Research Experience</p> <p><b>OR</b></p> <p>Eminent players having represented India in Senior Category with at least 5 Years of sports management/ Research experience</p> <p><b>OR</b></p> <p>Eminent Coach having trained Indian Player with at least 10 years of sports management/Research experience</p>
Remuneration	Rs. 1- Lakh- 1.5 Lakhs

**a) Tenure:** The contractual engagement will be for a period of four years on the basis of satisfactory performance, periodic reviews, result oriented, etc. and at all times coterminous with the Khelo India Scheme.

**b) Age Limit:**

There is an upper age limit of 65 years.

**c) Tax Deduction at Source:**

The Income Tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at source before effecting the payment, for which the DSYA will issue TDS /Service Tax Certificates, as applicable.

**d) Other Allowances:**

No TA/DA shall be admissible for joining the assignment or on its completion. No

other facilities like DA, Accommodation, Residential Phone, Conveyance Transport, Personal Staff, Medical reimbursement, HRA and LTC etc. would be admissible.

**e) Extension:**

Performance of the selected candidates would be continuously reviewed and their extension will be considered on the basis of periodic review / requirement.

**f) Leave:**

Selected candidates will be entitled for 30 days leave in a calendar year on pro-rata basis. Thereafter, candidates shall not draw any remuneration in case of his/her absence beyond 30 days in a year. Also unutilized leave in a calendar year will lapse and will not be carried forward to the next calendar year.

**Confidentiality:**

- a) Selected persons will not be allowed to publish a book or a compilation of articles or participate in a radio broadcast or contribute an article or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast, uses any information that he/she may gather as part of this assignment
- c) During the period of engagement with DSYA, Employee would be subject to the provisions of the Indian Official Secret Act, 1923 and will not divulge any information gathered by him/her during the period of his/her engagement to anyone who is not authorized to know
- c) The Selected personnel at no instance can represent or give opinion or advice to others in any matter, which is adverse to the interest of the Government.

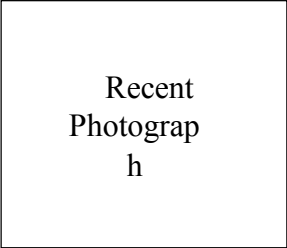
**Other Conditions:**

- a) The applications received will be scrutinized/ shortlisted on the basis of relevant experience and job description and the eligible candidates will be called for Interview at cost to the applicant.
- b) Candidates applied for more than one post will be interviewed only once.
- c) In case he/she is required to proceed outstation from the place of posting on tour for official duty, he/she will be entitled to TA/DA as admissible under the rules.
- d) In case the performance of Candidate is not found satisfactory, his/her services will be discontinued after giving one month notice.
- e) Without any prejudice to the above condition, the candidate will be terminated from his services with immediate effect without any obligations, in case the candidate is found guilty of violating any of the conditions contained in the terms of employment or is guilty of any misconduct including negligence of duties, unauthorized absence, etc.

- f) Decision of DSYA in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained by DSYA in this regard.
- 6) DSYA reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- h) The Director, DSYA shall be the final authority in case of any dispute
- i) The appointment will be purely on contract basis and does not confer any right to claim to permanent employment in DSYA.
- j) Any litigation matters pertaining to employment at DSYA shall be restricted to the jurisdiction of the Thiruvananthapuram courts.
- k) Organization reserves the right to terminate the contract, by giving one month notice to Candidates.
- 1) Eligible and willing candidates may submit their applications in the prescribed Performa attached at Annexure I along with the Excel Sheet on or before 15.01.2021(05:00 PM) on email Id [gvrspportsschool@gmail.com](mailto:gvrspportsschool@gmail.com).
- m) Owing to the requirement in DSYA, a list of panels may be drawn which will be valid for a period of one Year, Directorate of Sports & Youth Affairs reserve the right to cancel the panel without assigning any reason.

**Application Format**

Post applied for: .....



1. Name: .....

2. Father's/Husband's Name: .....

3. Date of Birth: .....

4. Nationality: .....

5. Postal Address: .....

6. Contact Number: .....

7. E-mail Address: .....

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Education Qualifications Matriculation onwards:

<b>S. No.</b>	<b>Certificate/Degree</b>	<b>Subject</b>	<b>Institute/ University</b>	<b>Year of Passin g</b>	<b>Percentage/ CPGA</b>

9 Work Experience:

<b>S. No.</b>	<b>Organization /Institute</b>	<b>Period From - To</b>	<b>Nature of Work</b>	<b>Remarks</b>

Total Experience (in Month).....



10 Sports Participation:

(A) International Level

<b>S. No</b>	<b>Event</b>	<b>Position</b>

(B) National Level

<b>S. No</b>	<b>Event</b>	<b>Position</b>

## **DECLARATION**

I hereby declare that all statements made in this application are true and correct to the best of my knowledge and belief. I understand that in the event of any information being found false or incorrect or not satisfying the prescribed eligibility criteria for the post applied for, my candidature is liable to be cancelled/rejected at any stage of selection.

**Place:**

**Date:**

**(Signature of the Applicant)**