

Directorate Sports & Youth Welfare Department
Sardar Vallabh Bhai Patel, International Hockey Stadium Raipur

Phone Number -0771-2262177 Email :- dir-sportsyw.cg@gov.in

-:: RECRUITMENT ADVERTISEMENT ::-

Director, Sports & Youth Welfare invites application from eligible, qualified and motivated Indian Citizen for providing consultancy on contract basis initially for period of 01 years and further extendable on the basis of satisfactory performance at Khelo India State Centre Of Excellence Bahtari, Bilaspur.

Post detail as Follow :-

S.No	Post	Number of Post	Remuneration
01	High Performance Manager	1	100000-150000
02	Strength & Conditioning Expert (Grade II)	1	60000-80000
03	Young Professional	1	40000
04	Masseur - Grade-I (Female)	1	35000

The details of recruitment along with application form is available Director, Sports & Youth Welfare website i.e; <http://www.sportsyw.cg.gov.in>.

Director, Sports & Youth Welfare reserves all the rights to withdraw this advertisement at any time without assigning any reason. For any recruitment related query, e-mail to dir-sportsyw.cg@gov.in


Director, 2/7/24
Sports & Youth Welfare
Chhattisgarh, Raipur

-: Detail of Post :-**01. High Performance Manager :-****Eligibility Criteria:**

Criteria	High Performance Manager
Eligibility Criteria	<p>Master Sports (MSI/PHD/MBA with at least 10 Years of Research Experience</p> <p style="text-align: center;">OR</p> <p>Eminent players having represented India in Senior Category with at least 5 Years of sports management/ Research experience</p> <p style="text-align: center;">OR</p> <p>Eminent Coach having trained Indian Player with at least 10 years of sports management/Research experience</p>

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.

Age Limit: There is an upper age limit of 65 years.

Job Description :-

Role Title	High Performance Manager
Reports to	Director, Sports & Youth Welfare.
Area	Performance Evaluation & Management
Organisation	Director, Sports & Youth Welfare.
Location	Khelo India State Centre Of Excellence Bahtari, Bilaspur.
Roles that report to this position	High Performance Team Members

ROLE PURPOSE

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

- Development and implementation of the Khelo India State Centre Of Excellence Bahtari, Bilaspur 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 Centres of Excellence (KISCE), Khelo India scheme and other training centres of Directorate, Sports & Youth Welfare.
- 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 Accountability :-

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 Khelo India State Centre Of Excellence Bahtari, Bilaspur 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 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 Directorate, Sports & Youth Welfare.

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 KISCE Bahtrai Bilaspur Team Programs, coaches and staff including sport science and paramedical personnel • Direct and manage KISCE Athletes Project Managers/ Project Leaders. • Direct high performance administrative work in partnership with KISCE Bahtrai Bilaspur.

02. STRENGTH & CONDITIONING EXPERTS :

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 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
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

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

5. 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 Director, Sports & Youth Welfare. 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 Manager and Director, Sports & Youth Welfare.

03. YOUNG PROFESSIONAL :-**Qualifications:**

Essential : Masters degree or equivalent qualification/ Bachelor's degree with Post Graduate Diplomain Sports Management or equivalent from a recognized University with minimum 50% of marks

OR

Graduate with at least Three years of work experience

Desirable: Candidates who have represented India at international level and hold a Bachelor's degree or candidates with MBA or Post Graduation in Sports Management would be preferred.

Age Limit: - The maximum age shall not be more than 32 years on the last date of receipt of applications.

Scoring Criteria for Young Professional

Sr. No.	Parameters	Maximum Marks
1.	Command on language	20
2.	Market Research proficiency	20
3.	Experience in Government Organization	20
4.	Experience in Sports Management	20
5.	General Attitude & behavioral skills	20

Job Description :-

- Maintain the data of material/resources to manpower engaged in KISCE
- Assisting, coordinating and managing the implementation of KISCE Scheme of Bahatrai Ballarpur.
- All work related to administration at KISCE
- Coordinating with different departments in queries related to KISCE
- Drafting of letters, file noting, orders, etc.
- Any other work assigned by the reporting authority
- General:
- Good knowledge of Computers- Windows and Microsoft Office applications especially MS Word, MS Excel
- Confident, self-driven and team player
- Ability to read, write and speak in English and Hindi

04. MASSEUR :**ESSENTIAL REQUIREMENTS****(a) EDUCATIONAL QUALIFICATIONS.**

Passed 10+2 from a recognized board with a certificate course/skill development program for Masseur/Masseuse/Massage Therapy/Sports Masseur/ Masseuse from a recognized institution.

(b) WORK EXPERIENCE.

Minimum 2 years of work experience as Masseur/ Masseuse.

CRITERIA FOR SHORTLISTING OF CANDIDATES FOR INTERVIEW.

Of all the total applications received, short listing of candidates for the interview will be carried out on following basis:

CATEGORIES FOR EVALUATION	MAX MARKS	SCORING OF MARKS
Higher Educational Qualification	10	Diploma in massage therapy
Total Work Experience	10	2 marks will be awarded for every completed 1 year of work experience as a Masseur/ Masseuse up to a maximum of 10 marks
Work Experience in Sports Establishment.	10	Additional 2 marks will be awarded for every completed 1 year of work experience as Masseur/ Masseuse at a recognized State / National level sports organization (Govt. or Private) working with teams/players upto a maximum of 10 marks.

INTERVIEW PROCESS;

The interview will be of 50 marks.

The shortlisted candidates will be called for the interview and assessed as follows:

CATEGORIES FOR EVALUATION	MAXIMUM MARKS(100marks)
Domain Expertise & Practical Knowledge	20
Aptitude for working in a sports organization	10
Soft skills	10
Knowledge in allied sports science disciplines	10

Age Limit: The candidate must not have attained 35 years of age as on the closing date of advertisement.

:- COMMON TERMS & CONDITIONS :-

a) **Tenure:**

The contractual engagement will be initially for a period of one year further extendable on the basis of satisfactory performance, periodic reviews, result oriented, etc. and at all times coterminous with the Director, Sports & Youth Welfare. The contract can be terminated by giving a 30 days' Notice period by either party, ie. Director, Sports & Youth Welfare. or the employee. In cases of extreme impropriety by the employee, the contract will be terminated immediately without prior notice.

b) **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 Director, Sports & Youth Welfare will issue TDS /Service Tax Certificates, as applicable.

c) **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.

d) **Extension:**

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

e) **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.

- b) During the period of engagement with Director, Sports & Youth Welfare , 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
- f) **including negligence of duties, unauthorized absence, etc.** Decision of Director, Sports & Youth Welfare in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained Director, Sports & Youth Welfare in this regard.
- g) Director, Sports & Youth Welfare reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- h) The Director, Sports & Youth Welfare 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 Director, Sports & Youth Welfare .

- j) Any litigation matters pertaining to employment at Director, Sports & Youth Welfare shall be restricted to the jurisdiction of the Raipur courts.
- k) Organization reserves the right to terminate the contract, by giving one month notice to Candidates.
- l) Eligible and willing candidates may submit their applications in the prescribed Performa attached at Annexure A along with the Excel Sheet on or before **16-07-2024 till 05.30 PM** by registered/speed post to Director, Directorate, sports & youth welfare, Shardar Vallabh Bhai Patel International Hockey Stadium, Raipur, Pin Code 492010.
- m) Owing to the requirement in Director, Sports & Youth Welfare, a list of panels may be drawn which will be valid for a period of one Year, Director, Sports & Youth Welfare reserve the right to cancel the panel without assigning any reason.
- n) The date of birth, accepted by the Director, Sports & Youth Welfare is that entered in the Matriculation/ Secondary examination will be accepted.
- o) Scanned copy of No Objection Certificate from their present employer, in case working in Central/ State Government/ Autonomous Organizations on regular basis.

GENERAL INSTRUCTIONS

(All the instructions given below must be strictly followed or else the application is liable to be rejected)

WHO CAN APPLY:

Applications are invited only from Indian citizens who fulfil eligibility criteria of essential educational qualification and essential work experience (as for norms).

1. After initial registration is completed online, the candidate must upload the following documents in the below mentioned order. Self- attested documents in PDF format are to be uploaded.

2. The order of documents is as follows:
 - a) Online application printout.
 - b) Document for DOB:
 - c) Mark sheet of graduation degree.
 - d) Degree certificate of graduation course.
 - e) Mark sheet of postgraduate degree.
 - f) Degree certificate of post-graduation course
 - g) Work experience.
 - h) Documents supporting sports achievement.
 - i) document as per norms of post.
3. The responsibility of ensuring genuineness of the certificate lies completely on the candidate by self-attestation. Director, Sports & Youth Welfare reserves the right to discard experience certificates which do not provide correct details as mentioned above. Website links could be provided to ascertain genuineness.
4. Candidates will be called for the interview on the criteria as mentioned above. Hence, fulfilment of eligibility criteria does not entail that candidate will be considered for the interview.
5. the candidates should note that their candidature at all the stages will be purely provisional, subject to satisfying the prescribed eligibility conditions. if, on verification at any stage, before or after interview, it is found that they do not fulfil any of the eligibility conditions; their candidature will be cancelled by Director, Sports & Youth Welfare.
6. **Age Limit:**

Candidates should note that only the Date of Birth as recorded in the Matriculation/ Secondary Examination will be accepted. The maximum age limit will be calculated as on the last date of applications of this notification.
7. Note:- Selected candidates will be required to produce the original certificates mentioned in application at the time of joining. failing to submit the required certificates in original at the time of joining will lead to cancellation of candidature.

Call letters for interview:

The call letters for interview shall be communicated electronically in the valid and functional email id provided by the candidate in the application form. Candidates should check their registered email regularly for updates regarding interview dates and other relevant details. Any variation in the details provided and documents submitted will lead to rejection of the candidate.

CRITERIA FOR SHORT LISTING OF CANDIDATES FOR THE


INTERVIEW: -Candidate will be shortlist in the ratio of 1:5 for which necessary documents to be attached along with the application.

How to Apply:- The candidate has to apply only registered / speed post by submitting their applications (in proper format) on Director, Directorate, sports & youth welfare, Shardar Vallabh Bhai Patel International Hockey Stadium, Raipur, Pin Code 492010. Applications received through any other mode would not be accepted and summarily rejected.

LAST DATE FOR RECEIPT OF APPLICATIONS:

The schedule for applying online is given below:-

- i. Opening date for submission of Application form - **02-07-2024 from 10.00 AM**
- ii. Closing date for Application form - **16-07-2024 till 05.30 PM**


Director,
Sports & Youth Welfare
Chhattisgarh, Raipur

21/7/24

9 **Work Experience:**

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

Total Experience (in Month).....

10 **Sports Participation:**

(A) **International Level**

S. No	Event	Position

(B) **National Level**

S. No	Event	Position

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)