

COMMON TERMS & CONDITIONS

SPORTS AUTHORITY OF GOA States of GOA is an autonomous organization under the Govt. Of Goa with its Head office at Athletic Stadium, Bambolim.

Sports Authority of Goa in partnership with SAI has established KISCE State Centres of Excellence in the State of Goa for training of young and elite athletes in various disciplines. As a part of India's pursuit for excellence in Olympic & endeavor to scale-up State/UT's existing centre up to world standard level, one existing training centre in each State/UY's will be designed as Khelo India State Centre Excellence (KISCE) under the State Level Khelo India Centre (SLKIC) vertical of the Khelo India Scheme. Under the Joint partnership with State/UT's, the notified KISCE will be provided financial support for Sports Science back-up, engagement of coaches & support staff.

VACANCIES

The number of vacancies are as following:-

Sr. No.	Designation	Total Vacancies
1.	High Performance Director	1
2.	Head Coach (Grade I) Swimming	1
3.	Head Coach (Grade I) Badminton	1
4.	Head Coach (Grade I) Table Tennis	1
5.	Young Professional	1
6.	Strength And Conditioning Expert (Grade – II)	1
7.	Masseur (Male & Female)	2
8.	Physiotherapist (Grade – I)	1
9.	Nutritionist	1

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) **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 Sports Authority of Goa 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 SPORTS AUTHORITY OF GOA , 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 SPORTS AUTHORITY OF GOA in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained SPORTS AUTHORITY OF GOA in this regard.
- g) SPORTS AUTHORITY OF GOA reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason
- h) The Secretary (Sports) 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 SPORTS AUTHORITY OF GOA
- j) Any litigation matters pertaining to employment at SPORTS AUTHORITY OF GOA shall be restricted to the jurisdiction of the Goa 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 Form attached at Annexure A along with the Excel Sheet on or before 07/07/2021 (05:00 PM) on email Id of sag.kisce@gmail.com recruitment team SAG. To Nodal Officer, Khelo India.
- m) Owing to the requirement in SPORTS AUTHORITY OF GOA , a list of panels may be drawn which will be valid for a period of one Year, SPORTS AUTHORITY OF GOA reserve the right to cancel the panel without assigning any reason.
- n) The date of birth, accepted by the SPORTS AUTHORITY OF GOA is that entered in the Matriculation or Secondary School Leaving Certificate or in a certificate recognized by an Indian University as equivalent to Matriculation or in an extract from a Register of Matriculates maintained by a University which extract must be certified by the proper authority of the University or in the Higher Secondary or an equivalent examination certificate. No other document relating to age like horoscopes, affidavits, birth extracts from Municipal Corporation, Service records and the like will be accepted. The expression Matriculation/Higher Secondary Examination Certificate in this part of the Instruction include the alternative certificates mentioned above

1. HEAD COACH :

ELIGIBILITY CONDITION:

Essential Conditions/Education Qualification:

Candidate should have diploma in Coaching from SAI/NS NIS or from any other recognized Indian/Foreign University and should have represented India in Olympics/World Cup/World Championship. Certificate Course from concerned National/International Federation is a must. Working knowledge of computer is essential. Minimum 10 years of experience of coaching is required.

OR

Experience in Coaching with Senior/Junior Indian teams or Decoration of Dronacharya/Arjuna/Dhyan Chand Award or who have produced medalists in International Competitions. Minimum 10 years of experience of coaching is required.

OR

Central Government / State Government / PSU employees may be allowed to apply for the position. However, the applicable recruitment rules of the Department of Personnel & Training (DoPT) will be applicable for all such postings on deputation.

OR

Permanent employees of Sports Authority of India (SAI) interested in applying for the position must send a self-attested letter addressed to Sr. Director (Khelo India) sai.slkic@gmail.com and not apply through the advertisement.

Whereas contractual employees of SAI must apply as per process directly to the KISCE in reply to this advertisement.

DESIRED QUALIFICATION:-

- Demonstrated experience in planning, organizing and implementing a comprehensive high performance coaching programmed for international teams and athletes.
- Knowledge of leading trends in coaching, including coaching science, practices and the appropriate application of leading technology tools.
- A background in teaching to provide mentoring and instruction to other support Coaches and Staff involved with the Academy.
- The ability to attain excellence from players, coaches, staff and all stakeholders through the establishment of a 'winning 'culture.
- Effective management skills that reflect ability to build and successfully implement long-term strategic plans that are supported by informed operational decisions.

REMUNERATION:

DISCIPLINE	GRADE	REMUNERATION
Head Coach	I	Rs 1,00,000 TO Rs 1,50,000

JOB DESCRIPTION OF HEAD COACH

Responsibilities

Head Coach's roles vary hugely according to context, but typical work activities are likely to include:

Performance management

Evaluating performance and providing suitable feedback, balancing criticism with positivity and motivation.

Assessing strengths and weaknesses in an athlete's performance and identifying areas for further development.

- Adapting to the needs and interests of group or individual trainees.
- Communicating instructions and commands using clear, simple language.
- Encouraging participants to gain and develop skills, knowledge and techniques.
- Ensuring that trainees train and perform to a high standard of health and safety at all times.
- Inspiring confidence and self-belief.
- Developing knowledge and understanding of fitness, injury, sports psychology, nutrition and sports science.
- Working with IT-based resources to monitor and measure performance.
- Acting as a role model, gaining the respect and trust of the people.
- Liaising with other partners in performance management, such as Coaches, Physiotherapists, Doctors and Nutritionists.
- Working to a high legal and ethical standard at all times, particularly in relation to issues such as child safeguarding gender equality and health and safety requirements including protection from sexual harassment.

PLANNING AND ADMINISTRATION

- Producing personalized training programmes.
- Maintaining records of trainees performance.
- Coordinating trainees attendance at meetings and other sports events
- Planning and running programmes of activities for groups and individuals.
- Co-coordinating with other coaches for transporting trainees to and from training sessions and sports events;
- Seeking and applying for sponsorship agreements by engaging all stakeholders.
- Finding appropriate competitions for participants.
- Planning work schedule in consultation with other coaches.

2. YOUNG PROFESSIONALS :

Qualifications:

Essential : Masters degree or equivalent qualification/ Bachelor's degree with Post Graduate Diploma in 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.

Job Description

- Maintain the data of material/resources to manpower engaged in KISCE
- Assisting, coordinating and managing the implementation of KISCE Scheme of Sports Authority of Goa
- 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, Hindi mandatory and Konkani is desirable.

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

Remuneration : -

DISCIPLINE	REMUNERATION
Young Professionals	Rs 40,000

3. STRENGTH & CONDITIONING EXPERTS :

(Specific requirements, short listing 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.

Remuneration:

DESIGNATION	GRADE	REMUNERATION
Strength And Conditioning Expert	II	Rs. 40,000-60,000/-

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 <u>Sports Authority of Goa</u> .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 Sports Authority of Goa .

4. **MASSEUR :**

(Essential Requirements, Short listing and Interview Information)

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.

Remuneration:

DISGNATION	REMUNERATION
Masseur	Rs. 35000/-

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

5. **HIGH PERFORMANCE DIRECTOR:**

HIGH PERFORMANCE DIRECTOR- JOB DESCRIPTION

Role Title	High Performance Director
Reports to	Executive Director
Area	Performance Evaluation & Management
Organisation	<u>Sports Authority of Goa</u>
Location	Athletic Stadium, Bambolim - Goa
Roles that report to this position	High Performance Team Members

ROLE PURPOSE

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

- Development and implementation of the Sports Authority of Goa 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), Campal, Goa, 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 at Campal. • 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, Campal Goa athletes. Ensure Coach led- Athlete centric development. • Document goals and program plans in KISCE, Campal Goa 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, Campal, Goa Team Programs coaches and staff including sport science and paramedical personnel • Direct and manage KISCE, Campal, Goa Athletes High-Performance Managers/Project Managers/ Project Leaders. • Direct high performance administrative work in partnership with KISCE/Executive Director, SAG/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

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

6. PHYSIOTHERAPIST:

(Specific requirements, shortlisting and interview information)

Essential Educational Qualifications.

Masters in Physiotherapy from any recognized Indian or Foreign University.

Essential Work Experience.

Minimum 3 years of work experience as Physiotherapist.

1. DOCUMENTS REQUIRED:

Self attested scanned copy of original documents of the following be attached.

i. DEGREE AND MARKSHEET:

The certificate uploaded must be one issued by the Competent Authority (i.e. University or other examining body) awarding the particular qualification.

Masters in Physiotherapy from a recognized Indian or Foreign University.

ii. WORK EXPERIENCE

Documents claiming work experience must clearly mention the following :

- a. Name of the establishment
- b. Signature competent authority/issuing authority clearly stating their position of authority in the organization.
- c. Duration of work experience.
- d. The field in which the candidate has worked or the post held in the establishment.

A) OTHER DOCUMENTS:

- i. Proof of Date of birth: Aadhar Card/10th class mark sheet/12th class mark sheet.
- ii. Recent passport size color photograph.
- iii. Scanned copy of No Objection Certificate from their present employer, in case working in Central/ State Government/ Autonomous Organizations on regular basis.

Age Limit:- The maximum age shall not be more than 45 years on the last date of receipt of applications.

Remuneration:

DESIGNATION	GRADE	REMUNERATION
Physiotherapist	GRADE I	Rs. 60,000---80,000/-

JOB RESPONSIBILITY :

Designation	Job Responsibilities
Physiotherapist	<ol style="list-style-type: none">1. Planning and development of physiotherapy protocols.2. Maintain the record of present and past injuries for the athletes in the camp/center3. Management of hydrotherapy, sauna/steam bath and other facilities available to the center.4. Evolve injury prevention strategy for the athlete in consultation with the team doctor5. Injury management in field.6. Shall be responsible for day to day injury prevention and rehabilitation of the athletes7. Assist in injury prevention strategy8. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General <u>Sports Authority of Goa</u>



KHELO INDIA STATE CENTRE OF EXCELLENCE, CAMPAL

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7. Nutritionist

(Specific Requirements, Short listing and Interview Information)

1. ESSENTIAL EDUCATIONAL QUALIFICATIONS

Nutritionist

M.Sc. (Nutrition) from any recognized Indian or Foreign University.

Experience:

Minimum 5 years of experience including 1 year working with sports academies/Institutions.

Remuneration:

Designation	Remuneration
Nutritionist	Rs. 60,000/- 80,000/-

JOB RESPONSIBILITIES OF NUTRITIONIST

1. Evaluation of the nutritional status and dietary needs of athletes using established department protocols / standards and generate individual reports.
2. Developing sport specific monthly cyclic menu chart for athletes and standardize all recipes provided in the menu.
3. Making regular mess visits for menu compliance, taste, and right cooking procedures.
4. Monitoring hygiene, sanitation and cleanliness of the kitchen, dining and allied area.
5. Promoting healthy eating and lifestyle habits and develop personalized nutrition plans and individualized counseling sessions.
6. Organizing, develop, analyze, test, and prepare special meals in cases of sickness or addressing nutritional deficiencies.
7. Conducting group counseling by motivating athletes towards achieving compliance and other suggested recommendations.
8. Coordinating with sports science support team, Sports science head, Centre head and other administrative staff.
9. Undertake Any other duties assigned by High Performance Director, Sports Science Head and Regional Head.



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Age limit: The candidate must not have attained 40 years of age as on the closing date of advertisement. The date of birth, accepted by the organization SAG is that entered in the Matriculation or Secondary School Leaving Certificate or in a certificate recognized by an Indian University as equivalent to Matriculation or in an extract from a Register of Matriculates maintained by a University which extract must be certified by the proper authority of the University or in the Higher Secondary or an equivalent examination certificate. Aadhar Card/Passport/Voter Id will also be accepted. No other document relating to age like horoscopes, affidavits, birth extracts from Municipal Corporation, Service records and the like will be accepted. The expression Matriculation/Higher Secondary Examination Certificate in this part of the Instruction include the alternative certificates mentioned above.



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Annexure "A"

Application Format

Recent
Photograph

Post applied for:

1.Name:

2.Father's/Husband'sName:

3. Date of Birth:

4.Nationality:

5.Postal Address:

6.ContactNumber:

7.E-mailAddress:

8 Education Qualifications Matriculation onwards:

S. No.	Certificate/Degree	Subject	Institute/ University	Year of Passing	Percentage /CPGA



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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)