



**Sports Authority of India**  
**(Autonomous Body under MYA&S)**

No. 1(1) SAI/TOPS/Staff/2017-18/19-20/20-21- Vol I

Dated: 03/12/2022

**Subject: Engagement of Staff on Contract basis in SAI.**

Target Olympic Podium Scheme (TOPS) Division, Sports Authority of India (SAI), Delhi, under the Ministry of Youth Affairs and Sports, Government of India invites applications for engagement of staff on contract basis. The employment is initially for a period of two years extendable by one year. The details of the job description and responsibilities, etc. for the posts are at Annexure I, available at the website of SAI & MYA&S; <http://sportsauthorityofindia.nic.in/> and <http://yas.nic.in/>

**1. Requirement: -**

<b>S. No.</b>	<b>Post</b>	<b>Number of Vacancies</b>
1	Senior Lead (Research)	3
2	Lead (Research)	5

**A. Senior Lead (Research)**

Senior Lead (Research) will undertake following tasks: -

- I.** Assist in identification of medal prospects for Olympics by scanning the national and international performance.
- II.** Developing performance profiles of the prospective medal hope.
- III.** Assist in performance reviews of the selected athletes vis-à-vis the potential competitors and their probability of reaching a podium at the Olympics.
- IV.** To meet and interact with the selected athletes, chief coaches and officials of NSFs and support staff of athletes on regular basis.
- V.** Measure the actual demands of what it takes to win and where our athletes stand through the development of a Standard Operating Procedure (SOP) for each sport.
- VI.** Provide pre-event intelligence through objective profiles of our athletes and determining opposition strengths and weaknesses.
- VII.** Prepare a detailed post competition analysis with the objective ‘story’ of what actually happened with the feedback used for improvement of athlete’s performance.
- VIII.** Undertake studies to improve the effectiveness of the already established procedure dealing with competitions, training camps, coaches, equipment etc.
- IX.** Prepare database of the international reputed coaches for each sport discipline with efforts being made to avail their services as and when possible.
- X.** Undertake studies of Indian and International training facilities, where athlete could train, which would entail a detailed analysis of playing and training facilities, standard of coaches, sports science facilities, level of competition (Sparring partners for combat sports/ training partners). Gap analysis of Indian training facilities vis-à-vis international standards.

**Eligibility Criteria:**

**I. Essential Qualification:** - Persons having B. Tech or Bachelor of Engineering (B.E.) or BSc or equivalent degree in relevant fields of science and engineering.

**AND**

Masters in Sport Management/ Sport Science/Performance Analysis or equivalent degree in relevant field from a recognized University.

**II. Essential Experience:** - Minimum 3 years of experience in relevant fields like sports analytics/research/management.

**III. Desirable Experience:** -

- a.** Experience in data science methods such as inferential statistics, Regression Analysis, classification etc
- b.** Knowledge of software like MS Office, Excel, Power Point, research and other data visualization tools like Tableau etc.

- c. Understanding of results and competition formats in Olympic sports.
- d. Candidates who have participated in nationals and international level in Olympic Sports Disciplines would be given preference.
- e. Applicant with research experience, published papers and post qualification experience in the relevant field would be preferred.

## **B. Lead (Research)**

Lead (Research) will undertake following tasks: -

I. Assist the Senior Lead (Research) to identify potential sportspersons in different sports discipline, to make an extensive study & research of the performance at International/National/State levels.

II. To give the detailed analysis of athletes like past performance, future potential, & make the comparative study/analysis with performance of sportspersons in other countries & review the performance after every International Competition.

III. To make the detailed analysis on the Proposal/assistance applied by the athlete.

IV. Provide the detailed analysis of support staff such as Coach, Physiotherapist, Nutritionist, Strength & Conditioning Expert etc.

V. Prepare a comprehensive data base for the athletes.

VI. Interact with the athletes and their support team on a regular basis.

VII. Assist the Senior Lead (Research) to identify the reputed Institute/Training Centre having world-class facilities and high calibre supporting personnel.

VIII. Undertake studies of Indian and International training facilities, where athlete could train, which would entail a detailed analysis of playing and training facilities, standard of coaches, sports science facilities, level of competition (Sparring partners for combat sports/ training partners). Gap analysis of Indian training facilities vis-à-vis international standards.

## **Eligibility Criteria:**

I. **Essential Qualification:** - Persons having B. Tech or Bachelor of Engineering or BSc or equivalent degree in relevant fields of science and engineering.

II. **Desirable Qualification:** - 1 Year Post Graduate Diploma specialization in Sports Management/ Sport Science/ Performance Analysis/ Statistics or equivalent degree from a recognized university.

III. **Essential Experience:** - Minimum 1 years of experience in relevant field like sports analytics/research/management.

IV. **Desirable Experience:** -

- a. Experience in data science methods such as inferential statistics, Regression Analysis, classification, etc.

- b. Knowledge of software like MS Office, Excel, Power Point, research and data visualization tools like Tableau, etc..
- c. Understanding of results and competition formats in Olympic sports.
- d. Candidates who have participated in nationals and international level in Olympic Sports Disciplines would be given preference.
- e. Applicants with research experience, published papers and post qualification experience in the relevant field would be preferred.

**CRITERIA FOR SHORT LISTING OF CANDIDATES FOR THE INTERVIEW: -**

Candidate will be shortlisted in the ratio of 1:5 with following criteria for which necessary documents to be attached along with the application:

<b>Designation</b>	<b>Evaluation Criteria (Total Marks-100)</b>
<b>Lead (Research)</b>	<ul style="list-style-type: none"> <li><b>i.</b> Weightage for marks Obtained in Essential Qualification (Total 40 marks) with distribution as follows:               <ul style="list-style-type: none"> <li>a. Greater or equal to 85% - 40 Marks</li> <li>b. 85% - 75% - 35 Marks</li> <li>c. 75% - 60% - 30 Marks</li> <li>d. 60% - 45% - 25 Marks</li> <li>e. Less than 45% - 0 Marks</li> </ul> </li> <li><b>ii.</b> Weightage for Desirable Qualification (Total 15 marks) with distribution as follows:               <ul style="list-style-type: none"> <li>a. Master's Degree – 15 Marks</li> <li>b. 1 Year Post Graduate Diploma – 05 Marks</li> </ul> </li> <li><b>iii.</b> Weightage for Essential Experience in Sports Sector (Total 30 marks) with distribution as follows:               <ul style="list-style-type: none"> <li>a. Greater than 36 Months – 30 Marks</li> <li>b. 36 Months – 30 Months – 25 Marks</li> <li>c. 30 Months – 24 Months – 20 Marks</li> <li>d. 24 Months – 12 Months – 15 Marks</li> </ul> </li> <li><b>iv.</b> Weightage for experience in International/National sports participation (Total 15 marks) with distribution as follows:               <ul style="list-style-type: none"> <li>a. Participation in International tournament – 15 Marks</li> <li>b. Participation in National tournament – 10 Marks</li> </ul> </li> </ul>

<b>Senior Lead (Research)</b>	<p><b>i.</b> Weightage for marks Obtained in Essential Qualification (Total 40 marks) with distribution as follows:</p> <ol style="list-style-type: none"> <li>a. Greater or equal to 85% - 40 Marks</li> <li>b. 85% - 75% - 35 Marks</li> <li>c. 75% - 60% - 30 Marks</li> <li>d. 60% - 45% - 25 Marks</li> <li>e. Less than 45% - 0 Marks</li> </ol> <p><b>ii.</b> Weightage for Essential Experience in Sports Sector (Total 30 marks) with distribution as follows:</p> <ol style="list-style-type: none"> <li>a. Greater than 36 Months – 30 Marks</li> <li>b. 36 Months – 30 Months – 25 Marks</li> <li>c. 30 Months – 24 Months – 20 Marks</li> <li>d. 24 Months – 12 Months – 15 Marks</li> </ol> <p><b>iii.</b> Weightage for published research papers (Total 15 marks) with distribution as follows:</p> <ol style="list-style-type: none"> <li>a. Publication in Quadrant 1 Journal – 15 Marks</li> <li>b. Publication in Quadrant 2 Journal – 12.5 Marks</li> <li>c. Publication in Quadrant 3 Journal – 10 Marks</li> <li>d. Publication in Quadrant 4 Journal – 7.5 Marks</li> </ol> <p><b>iv.</b> Weightage for experience in International/National sports participation (Total 15 marks) with distribution as follows:</p> <ol style="list-style-type: none"> <li>e. Participation in International tournament – 15 Marks</li> <li>f. Participation in National tournament – 10 Marks</li> </ol>
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**NOTE:**

- The above-mentioned short-listing criteria (table) will be used for calling the candidates to appear in the interview.
- The final merit will be based on the score obtained in the interview only.
- The candidate must produce all the original documents at the time of joining otherwise the candidature will be cancelled.

**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.

**ii WORK EXPERIENCE:**

Documents claiming work experience must clearly mention the following:

- a. Name of the establishment
- b. Signature of 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.

**iii. OTHER DOCUMENTS:**

- a. Proof of Date of birth: Aadhar Card/10th class mark sheet/12th class marksheet.
- b. One recent passport size colour photograph.

**iv. SPORTS PARTICIPATION:**

The document proving participation in Sports at National and International level should be Attest from the Federation/Association of the respective Sport

**Terms and Conditions for contractual engagement**

- a) **Tenure:** The contractual engagement will be initially for a period of two years extendable on an annual basis for a maximum of five years (2+1+1+1) based upon performance.
- b) **Age Limit:** The upper age limit for the respective posts is as follows: -
  - a. Senior Lead (Research) – 45 years as on 08.01.2023.
  - b. Lead (Research) – 32 years as on 08.01.2023.

Candidates should note that only the Date of Birth as recorded in the Matriculation/ Secondary Examination. Certificate or an equivalent certificate as on the date of submission of applications will be accepted and no subsequent request for its change will be considered or granted.

**c) Remuneration:**

S. No.	Post	CTC (Rs.)	Number of Vacancies
1	Senior Lead (Research)	80,000 – 1,45,000/ Month	3
2	Lead (Research)	45,000-60,000/Month	5

Periodic assessment at the end of each year shall be carried out to assess the performance of the individual. Annual extension shall be based upon the periodic assessment. Furthermore, upon satisfactory performance the individual shall also be eligible for an annual increment of 7%.

d) **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 SAI will issue TDS /Service Tax Certificates, as applicable.

e) **TA/DA:** Upon official assignments following TA/DA shall be admissible:

- I. Mode of Journey: By Air in Economy Class or by Rail in AC two tier.
- II. Reimbursement of Hotel, Taxi and Food Bills: Hotel accommodation of up to Rs.2250/- per day; taxi charges of up to Rs. 338/- per day for travel within the city and food bills not exceeding Rs. 900/- per day shall be allowed.

f) **Other Allowances:** No TA/DA shall be admissible for joining the duty upon selection. No other facilities like DA, Accommodation, Residential Phone, Conveyance /Transport, Personal Staff, Medical reimbursement, HRA and LTC etc. would be admissible.

g) **Extension:** Performance of the selected candidates would be reviewed annually or as per requirement and their extension will be considered on the basis of periodic review / requirement.

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

i) **Posting:** Selected candidates shall be posted at SAI Head Office, New Delhi or in any of the SAI Centres across India and the posting so made is purely in public interest.

j) **How to Apply:** - The candidate has to apply only online through the link <https://sportsauthorityofindia.nic.in/saijobs> . Applications received through any other mode would not be accepted and summarily rejected. Before registering/submitted applications on the website, the candidates should possess the following:

i. **Valid E-mail ID:** The e-mail ID entered in the online application form should remain active until the recruitment process is completed. No change in the e-mail ID will be allowed once entered.

ii. **Self-attested documents** to be uploaded while submitting application online:

1. Certificate of Date of birth.
2. Certificates of essential educational qualifications & experience.
3. Scanned copy of passport size colour photograph and signature.
4. Scanned copy of No Objection Certificate from their present employer, in case working in Central/ State Government/ Autonomous Organizations on regular basis.

**LAST DATE FOR RECEIPT OF APPLICATIONS:** The schedule for applying online is given below:

(i) Date of opening of online registration- **5 PM on 08.01.2023**

(ii) Closing date for submission of online application- **5 PM on 28.01.2023**

(iii) Link <https://sportsauthorityofindia.nic.in/saijobs>

j) Candidates who are working in Central/ State Government/ PSUs/ Autonomous Organizations have to produce No Objection Certificate from their employer along with all original as well as photocopy of all the documents at the time of joining.

#### k) **GENERAL INSTRUCTIONS**

i. Candidates should ascertain, before applying, that they satisfy all the eligibility conditions as stipulated in the advertisement. Candidates, who do not satisfy the eligibility conditions, will be liable to be disqualified at any stage of recruitment/selection.

ii. Candidates should ascertain, before applying, that they satisfy all the eligibility conditions as stipulated in the advertisement. Candidates, who do not satisfy the eligibility conditions and (or) submitted any supporting document which found as not genuine at any stage shall be liable for disqualification.

**iii.** Candidates should ascertain that they satisfy all the essential educational qualifications as stipulated in the advertisement. Candidates having qualification above the essential qualifications are eligible to apply. Merely having the qualifications does not entail candidates to be called for interview. However, the final decision will be taken by the SAI.

**iv.** Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date for submission of application, to avoid the possibility of disconnection/ inability/ failure to log on the SAI website on account of heavy load on internet/ website jam.

**v.** SAI does not assume any responsibility for the candidates not being able to submit their applications within the stipulated time and date on account of the aforesaid reasons or for any other reason beyond the control of SAI.

**vi.** Candidate who will be called for interview has to produce original as well as self-attested photocopy of all the documents uploaded at the time of application, other relevant document at the time of interview along with signed copy of application submitted online, failing which he/she will not be allowed to appear for interview.

**vii.** Decision of SAI in all matters regarding eligibility, selection and posting would be final and binding on all candidates. No representation or correspondence will be entertained by SAI in this regard.

**viii.** SAI reserves the right to modify/alter/restrict/enlarge/cancel the recruitment process, if need so arises without issuing any further notice or assigning any further notice/any reasons thereafter. The decision of the SAI will be final and no appeal will be entertained against this issue.

**ix.** In case of any dispute, jurisdiction of Court will be at New Delhi only.

**x.** Please do visit your email account regularly for further updates.

**xi.** Further notifications/corrigendum in this regard, if any, will be put up on SAI website only.

**xii.** Canvassing in any form will lead to disqualification.

#### **l) CONFIDENTIALITY:**

**i.** 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.

**ii.** During the period of engagement with SAI, the selected candidates 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.

**iii.** The Selected personnel at no instance can represent or give opinion or advice to others in any matter, which is averse to the interest of the Government.

#### **m) OTHER CONDITIONS:**

**i.** The applications received will be scrutinized and the eligible candidates will be interviewed at no cost to SAI.

- ii.** Candidates applied for more than one post will be interviewed only once.
- iii.** Owing to the requirement in SAI, a panel shall be drawn which will be valid for a period of one year and can be utilized by any Scheme/project funded by Government of India along with SAI. SAI reserve the right to cancel the panel without assigning any reason.
- iv.** The vacancies may vary based on requirement of SAI.
- v.** 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 per relevant rules.
- vi.** In case the performance of Candidate is not found satisfactory, his/her services will be discontinued after giving fifteen days' notice.
- vii.** 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.
- viii.** Decision of SAI in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained by SAI in this regard.
- ix.** SAI reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- x.** The DG SAI shall be the final authority in case of any dispute.
- xi.** The appointment will be purely on contract basis and does not confer any right to claim to permanent employment in SAI.
- xii.** Any litigation matters pertaining to employment at SAI shall be restricted to the jurisdiction of the Delhi courts.
- xiii.** Organization reserves the right to terminate the contract, by giving fifteen days, notice to Candidates.