

SPORTS AUTHORITY OF GUJARAT

Detailed Notification

Recruitment by selection on Contractual Basis for various posts at Khelo India State Centre of Excellence (KISCE), Nadiad, Kheda, Gujarat

Recruitment Advertisement

Sports Authority of Gujarat (Khelo India branch) an autonomous body under Sports, Youth and Cultural Activities Department (Government of Gujarat), invites applications for **recruitment by selection on Contractual Basis for various posts at Khelo India State Centre of Excellence (KISCE), Nadiad, Kheda, Gujarat.**

The number of vacancies and the place of deployment may vary as per workload. Indicative figures are as follows:

S No.	Post	Number of Post	Upper Age Limit (as on the last date of application)	Remuneration (per month)
1	High Performance Manager	1	65 years	1,00,000 – 1,50,000
2	Head Coach (1 Table Tennis, 1 Archery)	2	-	1,00,000 – 1,50,000
3	Assistant Coaches (1 Table Tennis, 1 Athletics, 1 Archery)	3	40 years	40,000 - 60,000
4	Young Professional	1	32 years	40,000
5	Strength & Conditioning Expert Lead	1	45 years	80,000 – 1,00,000
6	Strength & Conditioning Expert Grade II	1	45 years	60,000 – 80,000
7	Psychologist Grade II	1	35 years	60,000 – 80,000
8	Psychologist Grade III	1	35 years	80,000 – 1,00,000
9	Masseur / Masseur (1 Male, 1 Female)	2	35 years	35,000
10	Physiotherapist Grade I	1	45 years	40,000 – 60,000
11	Physiologist Grade I	1	40 years	80,000 – 1,00,000
12	Anthropometrist Grade I	1	40 years	40,000 – 60,000
13	Nursing Assistant (Grade I)	1	35 years	25,000
14	Head of Sports and Exercise Science	1	-	1,50,000- 2,00,000
Total Posts		18		

Interested candidates may apply in the prescribed format attached as **Annexure A** on the Sports Authority of Gujarat website (<https://sportsauthority.gujarat.gov.in/>). Only short-listed candidates will be called for the interview. Last date for submission of application is 13th August 2024 (06:00 PM).

Sports Authority of Gujarat reserves the right to withdraw this advertisement at any time without assigning any reason.


Director General
Sports Authority of Gujarat

Hiring Norms for Recruitment by Selection on Contractual basis for various posts at Khelo India State Centre of Excellence (KISCE), Nadiad, Kheda, Gujarat

1 HIGH PERFORMANCE MANAGER

1.1 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

1.2 Role Purpose

The primary responsibilities of the role are:-

- a. Development and implementation of the Sports Authority of Gujarat national high performance programmed and policies and the associated training programmes it encompasses.
- b. To lead and develop a professional, high-performing team to ensure the effective, efficient and economic delivery of performance investment and support programs.
- c. Provide overall leadership to develop training programs for athletes training in Khelo India State Level Centre of Excellence (KISCE), Khelo India scheme and other training centres of Sports Authority of Gujarat.
- d. 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.
- e. Continually monitor new developments in the performance spectrum for knowledge enhancement of Coaches and the members of the high performance team.

1.3 Key Challenges

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

1.4 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 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.

	<ul style="list-style-type: none"> • 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 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.

1.5 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 program 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.

2 HEAD COACH

2.1 Eligibility Conditions

2.1.1 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.

2.1.2 Desired Qualification

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

2.2 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.

- a. Adapting to the needs and interests of group or individual trainees.
- b. Communicating instructions and commands using clear, simple language.
- c. Encouraging participants to gain and develop skills, knowledge and techniques.
- d. Ensuring that trainees train and perform to a high standard of health and safety at all times.
- e. Inspiring confidence and self-belief.
- f. Developing knowledge and understanding of fitness, injury, sports psychology, nutrition and sports science.
- g. Working with IT-based resources to monitor and measure performance.

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.

	<ul style="list-style-type: none"> • 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 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.

1.5 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 program 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.

1.4 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 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.

- h. Acting as a role model, gaining the respect and trust of the people.
- i. Liaising with other partners in performance management, such as Coaches, Physiotherapists, Doctors and Nutritionists.
- j. 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

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

2.3 Scoring Criteria for Head Coaches

Sr. No.	Parameters	Maximum Marks
1.	Coaching Aptitude & Knowledge (including Rules & Regulation of the Game, Knowledge about High Performance Environment and knowledge about basic Sports Science)	10
2.	Management and Administrative skills	6
3.	Communication Skill	5
4.	General Attitude	5
5.	Basic Knowledge of Computer	4
	Total	30

3 ASSISTANT COACH

3.1 Eligibility for Assistant Coaches to be recruited under Contract

Sl. No.	Eligibility
1	Diploma in Coaching from SAI, NS NIS, or from any other organization Indian/ Foreign University OR
2	Olympic/ International Participation OR
3	Dronacharya Awardees

3.2 Selection procedure

- a. Through interview including oral test for discipline specific knowledge. In case, number of candidates are more than five times of the vacancies, short-listing of candidates for interview shall be carried out on the basis of approved criteria. Hence, mere fulfilment of eligibility criteria does not entail the candidate to be called for the interview.
- b. The list of eligible shortlisted candidates for interview along with date(s) and place of interview will be posted on Sports Authority of Gujarat website.
- c. The Candidates should note that their candidature at all the stages will be purely provisional, subject to their satisfying the prescribed eligibility conditions. If on verification at any stage before or after Interview, it is found that they do not fulfill any of the eligibility conditions; their candidature will be cancelled by the Sports Authority of Gujarat.

4 YOUNG PROFESSIONAL

4.1 Qualifications

4.1.1 Essential:

Master's 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

4.1.2 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.

4.2 Job Description

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

4.3 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

5 STRENGTH & CONDITIONING EXPERTS

5.1 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.

5.2 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 conditioning5. 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 Centres 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.

5.3 Criteria for Shortlisting for candidates for the Interview

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

Categories of Evaluation	Max Marks	Scoring of Marks		
Higher Educational Qualifications	10	Masters in Sports and Exercise Science/ Sports Science - 10 marks	Masters in Sports Coaching – 7 marks	Masters in Physical Education/ Diploma in sports coaching– 5 marks
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) – 15 marks	ASCA Level 2/ Level 3 (UK)- 10 marks	ASCA Level 1/ Certificate course in Strength & Conditioning/ fitness trainer level 4 certification from National Skill Development Cooperation of India – 5 marks
Percentage of Marks obtained in Graduation	5	$\geq 50\%$ --< 60% =2 marks $\geq 60\%$ --< 70% =3marks $\geq 70\%$ --< 80% =4marks $\geq 80\%$ =5marks		
Sports achievement	10	International Level (Representing India in a sports event recognized by sports governing bodies)– 10 marks	Medal at National Level (Representing his/her state in national Competition recognized National Sports Federation) – 7 marks	Medal at University/ State Level (representing district/ university in a state level, university competition recognized by State Sports body or AIU)– 5 marks

5.4 Interview Process

The interview will be of 100 marks.

The Candidates will be assessed on the following:

Categories of 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

6 PSYCHOLOGIST

6.1 Educational Qualifications

Masters degree in Clinical Psychology/ Applied Psychology/ Sports Psychology/ Developmental/ Child Development from a recognized Indian or Foreign University

6.2 Criteria for shortlisting of candidates for Interview

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

Categories of Evaluation	Max Marks	Scoring of Marks
Higher Educational Qualification	10	PhD Degree in Clinical Psychology/Applied Psychology a recognized Indian or Foreign University
Total Work experience	10	2 marks will be awarded for every completed 1 year of work experience as psychologist upto 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 Psychologist at a recognized State / National level sports organization (Govt. or Private) working with teams/players upto a maximum of 10 marks.

6.3 Interview Process

The interview will be of 100 marks.

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

Categories of Evaluation	Maximum Marks (100 marks)
Domain Expertise in Psychology	30
Practical knowledge in Psychology	30
Aptitude for working in a sports organization	10
Knowledge related to recent advancements	10
Soft skills	10
Knowledge in allied sports science disciplines	10

7 MASSEUR / MASSEUSE

7.1 Essential Requirements

7.1.1 Educational Qualifications

Passed 10+2 from a recognized board with a certificate course/skill development program for

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 up to a maximum of 10 marks.

Masseur/ Masseuse/ Massage Therapy/ Sports Masseur/ Masseuse from a recognized institution.

7.1.2 Work Experience

Minimum 2 years of work experience as Masseur/ Masseuse.

7.1.3 Criteria for shortlisting of candidates for Interview

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

7.2 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

8 PHYSIOTHERAPIST

8.1 Essential Educational Qualifications

Masters in Physiotherapy from any recognized Indian or Foreign University.

8.2 Essential Work Experience

Minimum 3 years of work experience as Physiotherapist.

8.3 Job Responsibility

- a. Planning and development of physiotherapy protocols.
- b. Maintain the record of present and past injuries for the athletes in the camp/ centre
- c. Management of hydrotherapy, sauna/ steam bath and other facilities available to the centre.
- d. Evolve injury prevention strategy for the athlete in consultation with the team doctor
- e. Injury management in field.
- f. Shall be responsible for day to day injury prevention and rehabilitation of the athletes
- g. Assist in injury prevention strategy
- h. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General Sports Authority of Gujarat.

8.4 Criteria For Shortlisting of Candidates for Interview

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

8.4.1 Interview Process

Categories for Evaluation	Max Marks	Scoring of Marks
Total Work experience as Physiotherapist	20	2 marks for every completed 1 year of work experience as physiotherapy is twill be awarded, upto a maximum of 20 marks
Work experience in sports	30	3 marks will be awarded for every completed 1 year of work experience as Sports Physiotherapist at a recognized State level / National level sports organization(Govt. or Private)/ teams/players upto a maximum of 30 marks
Marks obtained in Master's degree	20	Percentage of marks >50%-- 60% --10marks Percentage of marks >60%- 70% --15marks Percentage of marks >70% --20marks

Masters in Physiotherapy (Specialization)	30	Sports Science	30
		Muscle – Skeleton Science	15
		Orthopedics	15
		Health promotion in disability rehabilitation	15

8.4.2 The Candidates will be assessed on the following:

Categories for Evaluation	Maximum Marks
Domain Expertise	30
Practical knowledge	30
Aptitude for working in a sports organization	10
Knowledge related to recent advancements in the relevant discipline.	10
Soft skills	10
Knowledge in allied sports science discipline	10

9 PHYSIOLOGIST

9.1 Essential Educational Qualifications

MBBS / Masters in Medical Physiology/ Human Physiology/ Sports and Exercise Physiology

9.2 Criteria for shortlisting of candidates for Interview

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

Categories for Evaluation	Max Marks	Scoring of Marks
Higher Educational Qualification	10	PhD in Physiology or MD Physiology
Total Work experience	10	2 marks will be awarded for every completed 1 year of work experience as Physiologist 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 Physiologist at a recognized State / National level sports organization (Govt. or Private) working with teams/ players up to a maximum of 10 marks.

9.3 Interview Process

- The interview will be of 100 marks.
- The shortlisted candidates will be called for the interview and assessed as follows:

Categories for Evaluation	Maximum Marks (100 marks)
Domain Expertise	30
Practical application of Physiology in sports	30
Aptitude for working in a sports organization	10
Knowledge related to recent advancements	10
Soft skills	10
Knowledge in allied sports science disciplines	10

10 ANTHROPOMETRIST

10.1 Essential Educational Qualification

Masters' degree in Physical Anthropology or Human biology from a recognized Indian or foreign university.

10.2 Criteria for shortlisting of candidates for Interview

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

Categories for Evaluation	Max Marks	Scoring of Marks
Higher Educational Qualification	10	PhD in relevant subject
Total Work experience	10	2 marks will be awarded for every completed 1 year of work experience as Anthropometrist upto 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 Anthropometrist at a recognized State / National level sports organization (Govt. or Private) working with teams/players upto a maximum of 10 marks

10.3 Interview Process

- The interview will be of 100 marks.
- The shortlisted candidates will be called for the interview and assessed as follows:

Categories for Evaluation	Maximum Marks (100marks)
Domain Expertise in Anthropometry	30
Practical knowledge in Anthropometry	30
Aptitude for working in a sports organization	10
Knowledge related to recent advancements	10
Soft skills	10
Knowledge in allied sports science disciplines	10

11 NURSING ASSISTANT

11.1 Qualification and experience required

Essential: Diploma in Nursing from a recognized university/ institute

Experience: Minimum two years of work experience in hospital

11.2 Job Responsibilities

- a. Assist medical actioner during medical emergencies
- b. Inventory management
- c. Assist in medical equipment calibration and maintenance
- d. Management of biological samples
- e. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General Sports Authority of Gujarat.

12 HEAD OF SPORTS AND EXERCISE SCIENCE

12.1 Qualifications:

1. The candidate must have Graduation (or equivalent qualification) in Sport Science or Strength & Conditioning/ Sports Medicine/ Physiotherapy.
2. The candidate must have experience as Head of Sports Science/ Performance Coach at youth, adolescent and senior level preferable across multiple sports disciplines.
3. The candidate must have professional experience of more than 20 years in the field of sports.
4. The candidate must be able to demonstrate ability to collect, interpret, and deliver training monitoring data (GPS, Heart rate, RPE, Wellness, etc.).
5. Experience in designing and implementing strength and conditioning or end stage return to play programs is desirable.
6. The candidate must have experience working in collaboration with coaches and other support staff for multiple sports disciplines.
7. English language proficiency (both written and spoken) is required.
8. Past experience and exposure to high performance sports will be given additional weightage.
9. Considering that this is a specialised field with a limited pool of experienced individuals, there is no age limit for the suitable candidate.

12.2 Job description: The selected candidate will be responsible for the following:

1. To create, implement and manage a long-term sport science program (strength and conditioning) top-down and bottom-up for the Khelo India State Centre of Excellence in line with international standards.
2. Lead the Khelo India State Centre of Excellence sports science program and ensures that it is progressively implemented over all age groups (male/female) in close coordination with other High-Performance Centers, Sports Hostels and Academies in the State of Gujarat.
3. Develop strength and conditioning modules for all focus sports disciplines in Gujarat.
4. Create and implement a monitoring framework for the athletes receiving training at the Centre.
5. Mentor coaches in the State for imparting basic sports science training at various locations.
6. Produce individual and team phase reports including readiness, recovery, training and conditioning data. Provide high level of interpretation, recommendation and feedback to coaches and physios.
7. Optimize the utilization of Sports Science Staff at the Centre.

COMMON TERMS & CONDITIONS

1. **Remuneration:** Remuneration is to be fixed depending upon caliber and experience, on mutual agreement.
2. **Tenure:** The contractual engagement will be for a period of 11 months, on the basis of satisfactory performance, periodic reviews, result oriented, etc. and at all times coterminous with the Khelo India Scheme.
3. **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 Gujarat, Nadiad, Kheda Office will issue TDS /Service Tax Certificates, as applicable.
4. **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.
5. **Extension:** Performance of the selected candidates would be continuously reviewed and their extension will be considered on the basis of periodic review / requirement.
6. **Leave:** Selected candidates will be entitled for 27.5 days leave in 11 months on pro-rata basis. Thereafter, candidates shall not draw any remuneration in case of his/her absence beyond 27.5 days in 11 months. Also unutilized leave in the 11 months will lapse and will not be carried forward to the next year.
7. **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 the/she may gather as part of this assignment
 - b. During the period of engagement with Sports Authority of Gujarat, 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.
8. **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 Gujarat 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 Gujarat in this regard.
- g. Sports Authority of Gujarat reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- h. The Director General Sports Authority of Gujarat 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 Gujarat.
- j. Any litigation matters pertaining to employment at Sports Authority of Gujarat shall be restricted to the jurisdiction of the Gujarat 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 other required documents on or before 13th August, 2024 (06:00 PM) on the website of Sports Authority of Gujarat.
- m. Owing to the requirement in Sports Authority of Gujarat, a list of panels may be drawn which will be valid for a period of one Year, Sports Authority of Gujarat reserve the right to cancel the panel without assigning any reason.
- n. The date of birth, accepted by the Sports Authority of Gujarat 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.

9. **Call letters for interview:**

- a. 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.
- b. The responsibility of ensuring genuineness of the certificate lies completely on the candidate by self attestation. SAI reserves the right to discard experience certificates which do not provide correct details as mentioned above. Website links could be provided to ascertain genuineness.
- c. Candidates will be called for the interview on the criteria as mentioned above. Hence, fulfillment of eligibility criteria does not entail that candidate will be considered for the interview.
- d. 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 fulfill any of the eligibility conditions; their candidature will be cancelled by SAI.

10. **How to apply:** Kindly visit official website of Sports Authority of Gujarat <https://sportsauthority.gujarat.gov.in/> for application process.

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.

Application Format

Recent
Photograph

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:
8. Education Qualifications Matriculation onwards:

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

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)