

JOB DESCRIPTION OF HIGH PERFORMANCE MANAGER

PRIMARY RESPONSIBILITIES OF THE ROLE ARE:-

- Development and implementation of the J&K Sports Council national high performance programme and policies and the associated training programmes it encompasses.
- To lead and develop a professional, high-performing team to ensure the effective, efficient and economic delivery of performance investment and support programs.
- Provide overall leadership to develop training programs for athletes training in the Khelo India State Centre of Excellence (KISCE), at Fencing Academy, M.A. Stadium, Jammu & Water Sports Centre, Srinagar.
- 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 the Khelo India State Center of Excellence (KISCE), at JNS Sports Complex ➤ Implementation of Sports Science deductions by the team incorrect 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.

ROLES & RESPONSIBILITIES

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 KISCEs' strategic, high performance, and annual plans. ➤ Provide leadership and technical expertise to all high-performance program stakeholders.

	<ul style="list-style-type: none"> ➤ Communicate the vision and goals of the high-performance program. ➤ Advise sports scientists, medical, paramedical 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.
Organization & 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 Team Programs coaches and staff including sport science and para medical personnel ➤ Direct and manage KISCE Athletes High-Performance Managers/Project Managers/ Project Leaders. ➤ Direct high performance administrative work in partnership with CEO/ Regional Directors of KISCE.