

Jammu & Kashmir Sports Council

Administrative Block Bakshi Stadium, Srinagar/

M A Stadium, Jammu,

E-mail: - jksportscouncil@gmail.com, Contact No: - 0194-2311207,
0194-2310064, 0191-2570423, 0191-2560771,

Sub: - Specific Requirement, shortlisting and interview information for hiring of Manpower.

1. HIGH PERFORMANCE MANAGER: -

ROLE PURPOSE: -

Under the guidance of the Secretary, J&K Sports Council the 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 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.

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. ➤ 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.
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 paramedical 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

Eligibility Criteria: High Performance Manager

- a. Master Sports (MSI/PHD/MBA) with at least 10 Years of Research Experience

OR

- b. Eminent players having represented India in Senior Category with at least 5 Years of sports management/ Research experience

OR

- c. Eminent Coach having trained Indian Player with at least 10 years of sports management/ Research experience

Note: - Criteria for shortlisting of candidates for interview shall be carried out on the basis of approved criteria if numbers of candidates are more than five times of the vacancies.

2. 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.

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:

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 it will 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% -- 10 marks Percentage of marks >60% -- 70% -- 15 marks Percentage of marks >70% -- 20 marks		
Masters in Physiotherapy (Specialization)	30	Sports Science	30	
		Muscle - Skeleton Science	15	
		Orthopaedics	15	
		Health promotion in disability rehabilitation	15	

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

I. DOCUMENTS REQUIRED:

Self-attested scanned copy of original documents of the following be annexed:

III. DEGREE AND MARKSHEET:

The certificate annexed 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.

IV. 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.

B) 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.

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 Secretary, J&K Sports Council.


Secretary


J&K Sports Council