

**SAAP/1/2025, Date. 02-06-2025**

**RECRUITMENT NOTIFICATION FOR VARIOUS POSTS AT  
KHELO INDIA STATE CENTRE OF EXCELLENCE (KISCE)  
Dr. YSR Sports School, Kadapa**

Sports Authority of Andhra Pradesh in partnership with SAI is in the process of establishing the Khelo India State Center of Excellence (KISCE) for the training of young and elite athletes in Archery, Athletics and Weightlifting at Dr. YSR Sports School, YSR Kadapa to nurture the best talent of the State of Andhra Pradesh. The KISCE will be equipped with world-class infrastructure and coaching facilities with adequate scientific backup, focused on participation in international sports tournaments, championships & Olympics.

In order to lead the Khelo India State Centre of Excellence, Dr. YSR Sports School Kadapa, invites applications from eligible citizens of India for filling up the following posts under the following conditions:

<b>Sl No</b>	<b>Position</b>	<b>Discipline/ Grade</b>	<b>No. of Posts</b>	<b>Upper Age Limit</b>	<b>Remuneration</b>
1.	Head Coach	Archery	1	65 years	100,000 - 150,000
2.	Head Coach	Athletics	1	65 years	100,000 - 150,000
3.	Strength & Conditioning Expert	Lead	1	45 years	80,000 - 100,000
4.	Masseur (Male)	Grade-I	1	35 years	35,000
5.	Masseur (Female)	Grade-I	1	35 years	35,000

**(a) Tenure:**

The contractual engagement will be for a period up to **31.03.2026** (further period may extend subject to continuation of scheme by Sports Authority of Andhra Pradesh) 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 Andhra Pradesh 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 unveiled 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 pseudonymous 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 Andhra Pradesh, 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 Andhra Pradesh in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained by Sports Authority of Andhra Pradesh in this regard.
- G. Sports Authority of Andhra Pradesh reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- H. The DGSAI 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 permanent employment in Sports Authority of Andhra Pradesh.
- J. Any litigation matters pertaining to employment at Sports Authority of Andhra Pradesh shall be restricted to the jurisdiction of the Andhra Pradesh 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**. Applications duly signed along with **self-attested copies of all educational qualification, experience and other testimonials** as required to support the candidature of the applicant must be sent to kisce.ap@gmail.com & apkheloindia@gmail.com on or before 20.06.2025 till 05:00 PM. Only short-listed candidates will be called for interview.

- M. Owing to the requirement in Sports Authority of Andhra Pradesh, a list of panels may be drawn which will be valid for a period of one Year. The Sports Authority of Andhra Pradesh reserve the right to cancel the panel without assigning any reason.
- N. The date of birth, accepted by the Sports Authority of Andhra Pradesh 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.

**NOTE:**

- OF THE TOTAL APPLICATIONS RECEIVED, CANDIDATES WILL BE SHORTLISTED FOR THE INTERVIEW BASED ON THE CRITERIA MENTIONED ABOVE.
- **MERIT LIST:** IT IS TO BE NOTED THAT MERE QUALIFYING FOR THE INTERVIEW DOES NOT CONFIRM FINAL SELECTION. SEPARATE MERIT LIST WILL BE PREPARED PURELY ON THE BASIS OF MARKS OBTAINED BY THE CANDIDATES IN THE INTERVIEW.
- THE CANDIDATE MUST PRODUCE ALL THE ORIGINAL DOCUMENTS; AT THE TIME OF INTERVIEW AND PHYSICAL JOINING OTHERWISE THE CANDIDATURE WILL BE CANCELLED.

1. **HEAD COACH: (Archery)**

**ELIGIBILITY CONDITION:**

**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 the 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.

**1.2. DESIRED QUALIFICATION: -**

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

supported by informed operational decisions.

### **1.3. REMUNERATION:**

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

### **1.4. Age limit:**

The candidate must not have **attained 65 years** of age as on the closing date for the advertisement.

### **1.5. JOB DESCRIPTION OF HEAD COACH**

#### **1.5.1. Responsibilities**

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

#### **1.5.2. Performance management.**

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

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

1. Adapting to the needs and interests of group or individual trainees.
2. Communicating instructions and commands using clear, simple language.
3. Encouraging participants to gain and develop skills, knowledge and techniques.
4. Ensuring that trainees train and perform to a high standard of health and safety at all times.
5. Inspiring confidence and self-belief.
6. Developing knowledge and understanding of fitness, injury, sports psychology, nutrition and sports science.
7. Working with IT-based resources to monitor and measure performance.
8. Acting as a role model, gaining the respect and trust of the people.
9. Liaising with other partners in performance management, such as Coaches, Physiotherapists, Doctors and Nutritionists.
10. 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.

### **1.6. PLANNING AND ADMINISTRATION.**

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

### **Scoring Criteria for Head Coaches**

<b>Sl. No.</b>	<b>Parameters</b>	<b>Maximum Marks</b>
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
	<b>Total</b>	30

### **HEAD COACH: (Athletics)**

#### **ELIGIBILITY CONDITION:**

#### **2.1. 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 the 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.

**2.2. 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.

**2.3. REMUNERATION:**

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

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• **2.4. Age limit:**

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- The candidate must not have **attained 65 years** of age as on the closing date for the advertisement.

## **2.5. JOB DESCRIPTION OF HEAD COACH**

### **5.1. Responsibilities.**

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

### **5.2. Performance management.**

#### **i.2.1. Evaluating performance and providing suitable feedback, balancing criticism with positivity and motivation.**

#### **i.2.2. 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.

## **2.6. PLANNING AND ADMINISTRATION.**

1. Producing personalized training programmes.
2. Maintaining records of trainees performance.
3. Coordinating trainees attendance at meetings and other sports events.
4. Planning and running programmes of activities for groups and individuals.
5. Co-coordinating with other coaches for transporting trainees to and from training sessions and sports events;

6. Seeking and applying for sponsorship agreements by engaging all stakeholders.
7. Finding appropriate competitions for participants.
8. Planning work schedule in consultation with other coaches.

### **Scoring Criteria for Head Coaches**

<b>Sr. No.</b>	<b>Parameters</b>	<b>Maximum Marks</b>
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
	<b>Total</b>	30

### **3. STRENGTH & CONDITIONING EXPERT (LEAD):**

#### **3.1. 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:

Bachelor 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.

#### **3.2. CRITERIA FOR SHORT LISTING OF CANDIDATES FOR THE INTERVIEW.**

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

<b>CAT EGO RIE S FO R EV ALU</b>	<b>M A X M A R</b>	<b>SCORING OF MARKS</b>
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ATI ON	K S			
Higher Educational Qualifications	10	Masters in Sports and Exercise Science/Sports Science - 10 marks	Masters in Sports Coaching - 7marks	Masters in Physical Education/ Diploma in sports coaching- 5marks
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) - 15marks	ASCA Level 2/Level 3 (UK)- 10marks	ASCA Level 1/ Certificate course in Strength & Conditioning/ fitness trainer level 4 certification from National Skill Development Cooperation of India - 5marks
Percentage of Marks obtained in Graduation	5	$\geq 50\% - < 60\% = 2$ marks $\geq 60\% - < 70\% = 3$ marks $\geq 70\% - < 80\% = 4$ marks $\geq 80\% = 5$ marks.		
Sports achievement	10	International Level (Representing India in a sports event recognized by sports governing bodies)- 10marks	Medal at National Level (Representing his/her state in national competition recognized National Sports Federation) - 7marks	Medal at University/State Level (representing district/university in a state level, university competition recognized by State Sports body or AIU)- 5marks

### **3.3. INTERVIEW PROCESS:**

The interview will be of 100 marks.

The Candidates will be assessed on the following:

CATEGORIES FOR EVALUATION	MAXIMUM MARKS
Domain Expertise	30
Practical knowledge and knowledge of allied sports	20

science disciplines	
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

### 3.4. Remuneration:

DESIGNATION	GRADE	REMUNERATION
Strength And Conditioning Expert	Lead	Rs. 80,000- 1,00,000/-

### 3.5. Age limit:

The candidate must not have **attained 45 years** of age as on the closing date for the advertisement.

### 3.6. Job Responsibilities:

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 Sports Authority of Andhra Pradesh.
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, Regional Head, Director, Sports Authority of Andhra Pradesh.

#### **4. MASSEUR:**

##### **4.1. 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.

##### **4.2. WORK EXPERIENCE:**

Minimum 2 years of work experience as Masseur/ Masseuse.

##### **4.3. 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:

<b>CATEGORIES FOR EVALUATION</b>	<b>MAX MARKS</b>	<b>SCORING OF MARKS</b>
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.

##### **4.4. INTERVIEW PROCESS:**

The interview will be of 50 marks.

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

<b>CATEGORIES FOR EVALUATION</b>	<b>MAX MARKS (50 marks)</b>
Domain Expertise & Practical Knowledge	20
Aptitude for working in a sports organization	10
Soft skills	10
Knowledge in allied sports science disciplines	10

#### **4.5. Remuneration:**

<b>DESIGNATION</b>	<b>REMUNERATION</b>
Masseur (Male)	Rs.35,000/-
Masseur (Female)	Rs.35,000/-

#### **4.6. Age Limit:**

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

#### **4.7. Job Responsibilities:**

1. Performs professional quality massage, within scope of practice and licensing (as applicable).
2. Designs specific sessions based on members or guests individual needs.
3. Assists in the promotion of the health and wellness benefits to clients receiving massage therapy on a regular basis.
4. Performs hot stone, deep muscle, or prenatal therapy, based on appropriate training and minimum clinic education hours.
5. Utilizes other approved modalities, in accordance with applicable law.
6. Communicates various promotions to clients.
7. Follows all practice policies and protocols.
8. Assists in the cleanliness of the location (therapy rooms and common areas).
9. Completes Wellness Chart documentation accurately and completely.
10. Performs other duties as assigned by High Performance Director, Sports Science Head, Regional Head, Director, Sports Authority of Andhra Pradesh.

**RAMAVATH VENKATA RAMANA NAIK**  
**ADMINISTRATIVE OFFICER**