

Advertisement No:- 192

Date:- 27/11/24



GOVERNMENT OF JHARKHAND  
SPORTS AUTHORITY OF JHARKHAND

(Department of Art-Culture, Sports & Youth Affairs)

Gate no. -29, Birsa Munda Football Stadium, Morabadi, Ranchi -834008.



Detailed Notification

**ADVERTISEMENT FOR RECRUITMENT TO VARIOUS CONTRACTUAL POSTS FOR KHELO INDIA STATE CENTRE OF EXCELLENCE (KISCE), Hotwar, Ranchi, JHARKHAND**

The Sports Authority of Jharkhand, an autonomous body under department of Tourism, Art & Culture, Sports & Youth Affairs (Government of Jharkhand), invites application from the eligible citizens of India for filling up the following vacant posts in Khelo India State Centre of Excellence (KISCE), Jharkhand at Mega Sports Complex, Hotwar, Ranchi on purely contractual basis:

S.No	Name of the Post & Remuneration	No. of Post	Upper Age Limit (as on the last date of application)	Remuneration (Per month in INR)
1	High Performance Director	01	65 Years	Rs 1,00,000 – 1,50,000
2	Head Coach (1-Athletics, 1-Archery & 1-Hockey)	03 (UR -2, ST -1)	55 Years (UR) 60 Years (ST)	Rs 1,00,000 – 1,50,000
3	Sports Medicine Doctor (Lead)	01	45 Years	Rs 1,00,000 – 1,50,000
4	Nutritionist/Dietician (Head)	01	40 Years	Rs 75,000 – 1,00,000
5	Physiologist Grade-II	01	40 Years	Rs 60,000 – 80,000
6	Strength & Conditioner Trainer (Lead)	01	45 Years	Rs 80,000 – 1,00,000
7	Strength & Conditioner Trainer (Grade-II)	01	45 Years	Rs 60,000 – 80,000
8	Physiotherapist (Grade – II)	01	45 Years	Rs 60,000 – 80,000
9	Physiotherapist (Grade-I) (1Male & 1 Female)	02 (UR -1, ST -1)	45 Years (UR) 50 Years (ST)	Rs 40,000 – 60,000
10	Psychologist (Lead)	01	35 Years	Rs 80,000 – 1,00,000
11	Masseur (1Male & 1 Female)	02 (UR -1, ST -1)	35 Years (UR) 40 Years (ST)	Rs 35,000
12	Nursing Assistant (Female)	01	35 Years	Rs 25,000
13	Yoga Instructor	01	35 Years	Rs 25,000
14	Young Professional	01	32 Years	Rs 40,000

Interested candidates may apply in the prescribed format attached as 'Annexure-A' on the Sports Authority of Jharkhand Website (<https://www.sajha.in> & <https://jharkhandsports.in>). Only Short-listed candidates will be called for the interview. Last date for submission of application is 21<sup>st</sup> December 2024 (05.00 PM Eligible and willing candidates are invited to submit their applications in the prescribed format, as detailed in Annexure-A, along with all required supporting documents to the following email address of the Sports Authority of Jharkhand:

Email: [sajha9@gmail.com](mailto:sajha9@gmail.com)

Sports Authority of Jharkhand (SAJHA) reserves the right to withdraw this advertisement at any time without assigning any reason.

  
Executive Director  
Sports Authority of Jharkhand

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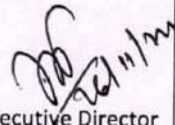
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Executive Director  
Sports Authority of Jharkhand

**Hiring Norms for Recruitment by Selection on Contractual basis for various posts at  
Khelo India State Centre of Excellence (KISCE), Hotwar, Ranchi, Jharkhand**

**1. HIGH PERFORMANCE DIRECTOR**

**1.1 Eligibility Criteria**

Criteria	High Performance Director
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: -

- Development and implementation of the Sports Authority of Jharkhand national high performance programmed 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 Khelo India State Level Centers of Excellence (KISCE), Khelo India scheme and other training centers of Sports Authority of Jharkhand.
- 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.

**1.3 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.

**1.4 KEY ACCOUNTABILITIES:**

Operational	Description
Performance Evaluation	<ul style="list-style-type: none"> <li>• Ensure performance assessment of all athletes under the applicable schemes in accordance with NSF approved protocols</li> <li>• Carry out athlete performance analysis in consultation with the high performance team</li> <li>• Continuous evaluation of test protocols with the team to recommend betterment of the system.</li> <li>• Work with other team members to assess appropriate intervention policies and athlete requirements and be part of regular athlete assessments and performance reviews.</li> </ul>
Monitoring	<ul style="list-style-type: none"> <li>• Complete training programme designs and implementation at KISCE.</li> <li>• Implementation of Sports Science deductions by the team in correct time frame and coordination.</li> <li>• Data entry of all performance tests.</li> </ul>
Data Assimilation	<ul style="list-style-type: none"> <li>• Collection and Data entry of tests in NSRS System.</li> <li>• Continuous usage of the system by all Coaches and high performance team members.</li> </ul>

General	<ul style="list-style-type: none"> <li>• Work collaboratively with all Coaches, other Sports Science team members towards organizational and performance driven outcomes.</li> <li>• Ensure availability of all lab and field equipment in operational readiness.</li> </ul>
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Role	Description
Performance Driver	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Document goals and program plans in KISCE strategic, high performance, and annual plans.</li> <li>• Provide leadership and technical expertise to all high-performance program stakeholders.</li> <li>• Communicate the vision and goals of the high-performance program.</li> <li>• Advise sports scientists, medical, para medical staff and project managers to study and analyze international developments, performance and rehabilitation and recovery trends.</li> <li>• 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.</li> <li>• Ensure continuous need analysis by the team for performance enhancement of athletes in conjunction with SAI/NSFs.</li> </ul>
Sport Development	<ul style="list-style-type: none"> <li>• Implement Junior athlete development programmes.</li> <li>• Coordinate, integrate and lead talent identification programmes</li> <li>• Develop, promote and implement structured athlete pathways to feed into the high performance system.</li> <li>• Retain and nurture athletes.</li> <li>• Optimize development for athletes and coaches at all levels of sport development pathways.</li> </ul>
Organisation & Management	<ul style="list-style-type: none"> <li>• Create a winning culture and environment across the high-performance program.</li> <li>• Ensure the provision of optimal coaching, science medicine and lifestyle support to athletes on the high-performance program.</li> <li>• 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.</li> <li>• Set and review annual performance objectives for all High-Performance staff.</li> <li>• Work closely with sports scientists and medical and para medical staff to implement an optimal sports science and medical support structure.</li> <li>• Ensure good staff morale through effective people management practices and behavior.</li> </ul>
Personnel Management	<ul style="list-style-type: none"> <li>• Align and support coaches in implementation of performance and training program objectives.</li> <li>• Manage and coordinate the activities of all KISCE Team Programs coaches and staff including sport science and paramedical personnel</li> <li>• Direct and manage KISCE Athletes High-Performance Managers/ Project Managers/ Project Leaders.</li> <li>• Direct high performance administrative work in partnership with KISCE/Regional Directors</li> </ul>



### 1.5 Scoring Criteria for High Performance Director

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 CONDITION:

#### 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.

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](mailto: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.

#### 2.1.2 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.

## 2.2 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.

- 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.

### PLANNING AND ADMINISTRATION

- Producing personalized training programmes.
- Maintaining records of trainees performance.
- Coordinating trainees attendance at meetings and other sports events
- Planning and running programmes of activities for groups and individuals.
- Co-coordinating with other coaches for transporting trainees to and from training sessions and sports events;
- Seeking and applying for sponsorship agreements by engaging all stakeholders.
- Finding appropriate competitions for participants.
- 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
	<b>Total</b>	<b>30</b>

### 3. **Sports Medicine Doctor (Lead)**

#### 3.1 **Eligibility Criteria**

**Essential:**

MD or Post Graduate Diploma in Sports Medicine recognized by erstwhile MCI

**Experience:**

Minimum five years of research/work experience with the national/state athletes for Post Graduate Diploma in Sports Medicine

**OR**

Minimum two years of research/work experience with the national/state athletes for MD in Sports Medicine

**Desirable-**

- Incorporation of research and development activities & Research Guide
- Responsible for approval of the research project carried out by the team

#### 3.2 **Job Responsibilities**

- Shall conduct annual medical examination of all camps at the beginning of national coaching camp and communicate the results
- Shall be attending all day to day injuries of athletes and staff of the concerned centre
- To conduct counseling with the athlete who are deficient in biochemical markers and evolve a suitable plan to correct the deficiency if any
- Shall be head for medical team and would work closely with the team physiotherapist and masseur for injury management, return to play and rehabilitation
- Contribute in applied research
- Publications in SCI indexed peer reviewed journals published in India or abroad
- Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Executive Director (Sports Authority of Jharkhand).

#### 3.3 **Criteria for shortlisting of candidates who fulfill the essential qualification for interview**

Categories For Evaluation	Max Marks	Scoring of Marks
Work experience over and above essential work experience	10	2 marks will be awarded for every completed 1 year of work experience in relevant field 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 in relevant field at a State / National level sports organization (Govt. or Private) Upto a maximum of 10 marks.

#### 3.4 **Interview Scoring Criteria for Sports Medicine Doctor (Lead)**

CATEGORIES FOR EVALUATION	MAXIMUM MARKS (100 marks)
Domain Expertise	30
Practical knowledge assessment	30
Aptitude for working in a sports organization/High performance ecosystem.	10
Knowledge related to recent advancements/ Research Paper Publications.	10
Soft skills.	10
Knowledge in allied sports science disciplines	10

#### 4. **Nutritionist (Head)**

##### 4.1 **ESSENTIAL EDUCATIONAL QUALIFICATIONS**

**Educational:**

M.Sc. (Nutrition) from any recognized Indian or Foreign University.

**Experience:**

Minimum 5 years of experience including 1 year working with sports academies/Institutions.

**Desirable:** Work experience in a sports academies /Institutions

##### 4.2 **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	MPhil / PhD in Nutrition		
Percentage of Marks obtained in Post Graduation	10	Percentage of marks $\geq 60\%$ -69.9% (5 marks) Percentage of marks $\geq 70\%$ - 74.9% (7marks) Percentage of marks $\geq 75\%$ (10marks)		
Subjects in Master's	20	Physiology (5 marks) Biochemistry (5 marks) Sports (5 marks) M.Sc. in Sports Nutrition (20 marks)		
Sports Certification	20	IOC Diploma in Sports Nutrition (20 marks)	NIN 6-month Certificate course in Sports Nutrition (15 marks)	Sports Nutrition Certificate/21 regains from any reputed International Sporting Organizations (5 marks)
Total Work experience	20	2 marks will be awarded for every completed 1 year of work experience as Nutritionist upto a maximum of 20 marks		
Work experience in sports establishment	20	Additional 2 marks will be awarded for every completed 1 year of work experience as Nutritionist at a recognized State /National level sports organization (Govt. or Private) working with teams/players upto a maximum of 20 marks		

##### 4.3 **INTERVIEW PROCESS;**

A) The interview will be of 100 marks.

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

Categories for Evaluation	Maximum Marks (100)
Domain Expertise	30
Practical application of Nutrition 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

##### 4.4 **JOB RESPONSIBILITIES OF NUTRITIONIST / ASSISTANT NUTRITIONIST**

1. Evaluation of the nutritional status and dietary needs of athletes using established department protocols / standards and generate individual reports.



2. Developing sport specific monthly cyclic menu chart for athletes and standardize all recipes provided in the menu.
3. Making regular mess visits for menu compliance, taste, and right cooking procedures.
4. Monitoring hygiene, sanitation and cleanliness of the kitchen, dining and allied area.
5. Promoting healthy eating and lifestyle habits and develop personalized nutrition plans and individualized counseling sessions.
6. Organizing, develop, analyze, test, and prepare special meals in cases of sickness or addressing nutritional deficiencies.
7. Conducting group counseling by motivating athletes towards achieving compliance and other suggested recommendations.
8. Coordinating with sports science support team, Sports science head, Centre head and other administrative staff.
9. Undertake Any other duties assigned by High Performance Director, Sports Science Head and Executive Director (SAJHA).

## 5. Physiologist (Grade -II)

### 5.1 ESSENTIAL EDUCATIONAL QUALIFICATIONS.

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

### 5.2 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:

CATEGORY 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.

### 5.3 INTERVIEW PROCESS;

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

CATEGORIES FOR EVALUATION	MAXIMUM MARKS (100marks)
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

**6. Strength & Conditioning Experts:**

**6.1 ESSENTIAL EDUCATIONAL QUALIFICATIONS.**

Applications are invited from all interested candidates who possess any of the following degree from 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.

**6.2 CRITERIA FOR SHORT LISTING OF CANDIDATES FOR THE INTERVIEW.**

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 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/Level3 (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 $\geq 60\%$ --< $70\%$ =3marks $\geq 70\%$ --< $80\%$ =4marks $\geq 80\%$ =5marks.		
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 StateSports body or AIU)– 5marks

### 6.3 INTERVIEW PROCESS

The interview will be of 100 marks.

The Candidates will be assessed on the following:

Category of Evaluation	Maximum Marks (100)
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

### 6.4 Job Responsibilities :

Designation	Job Responsibilities
Strength & Conditioning Expert	<ol style="list-style-type: none"><li>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.</li><li>2. Work in cooperation with the sports medicine or athletic training staff in the rehabilitation and strengthening of injured athletes.</li><li>3. Facilitate a collaborative relationship among sport coaches, sports medicine, and the strength and conditioning staff.</li><li>4. Design and implement policies and procedures for the strength and conditioning program in accordance with the guidelines of Sports Authority of Jharkhand.</li><li>5. Develop systems for tracking athlete attendance and athlete progress in conjunction with the sport coaches.</li><li>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.</li><li>7. Annually conduct and review a departmental risk management plan.</li><li>8. Complete an annual budgetary proposal for the program that includes routine maintenance, purchase of new equipment, and staffing needs.</li><li>9. Determine and reinforce expectations for athlete conduct for curricula and extra-curricular activities, as stated in the Centers Athlete Code of Conduct.</li><li>10. Conduct an annual evaluation including the design of professional development activities.</li><li>11. Carry out research on newest methods and techniques in Strength &amp; Conditioning domain.</li><li>12. Analyze data collected from athletes to suggest formation of norms for Indian athletes.</li><li>13. Actively enter all data needed in the Athlete management System or with respect to performance evaluation of athletes.</li><li>14. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Executive Director (SAJHA).</li></ol>

**7. PHYSIOTHERAPIST**

**7.1 Essential Educational Qualifications.**

Masters in Physiotherapy from any recognized Indian or Foreign University.

**7.2 Essential Work Experience,**

Minimum 3 years of work experience as Physiotherapist.

**7.3 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:

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 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 $\geq 50\%$ -- 60% --10marks Percentage of marks $\geq 60\%$ - 70% --15marks Percentage of marks $\geq 70\%$ --20marks								
Masters in Physiotherapy (Specialization)	30	<table border="1"> <tr> <td>Sports Science</td> <td>30</td> </tr> <tr> <td>Muscle – Skeleton Science</td> <td>15</td> </tr> <tr> <td>Orthopedics</td> <td>15</td> </tr> <tr> <td>Health promotion in disability rehabilitation</td> <td>15</td> </tr> </table>	Sports Science	30	Muscle – Skeleton Science	15	Orthopedics	15	Health promotion in disability rehabilitation	15
Sports Science	30									
Muscle – Skeleton Science	15									
Orthopedics	15									
Health promotion in disability rehabilitation	15									

**7.4 Interview Process**

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

## 7.5 JOB RESPONSIBILITY:

Designation	Job Responsibilities
Physiotherapist	<ol style="list-style-type: none"><li>1. Planning and development of physiotherapy protocols.</li><li>2. Maintain the record of present and past injuries for the athletes in the camp/center</li><li>3. Management of hydrotherapy, sauna/steam bath and other facilities available to the center.</li><li>4. Evolve injury prevention strategy for the athlete in consultation with the team doctor</li><li>5. Injury management in field.</li><li>6. Shall be responsible for day to day injury prevention and rehabilitation of the athletes</li><li>7. Assist in injury prevention strategy</li><li>8. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Executive Director (SAJHA)</li></ol>

## 8. PSYCHOLOGIST

### 8.1 EDUCATIONAL QUALIFICATIONS.

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

### 8.2 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 Degree in Clinical Psychology/Applied Psychology 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.

### 8.3 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 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

## 9. MASSEUR

### 9.1 ESSENTIAL REQUIREMENTS

#### (a) 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.

#### (b) WORK EXPERIENCE.

Minimum 2 years of work experience as Masseur/ Masseuse.

### 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	Diploma in massage therapy
Total Work Experience	10	2 marks will be awarded for every completed 1 year of work experience as 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.

### 9.3 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 (50 marks)
Domain Expertise & Practical Knowledge	20
Aptitude for working in a sports organization	10
Soft skills	10
Knowledge in allied sports science disciplines	10

## 10. NURSING ASSISTANT

### 10.1 Eligibility Criteria

**Essential:** Diploma in Nursing from a recognized university/institute

**Experience:** Minimum two years of work experience in hospital

### 10.2 Job Responsibilities

- Assist medical actioner during medical emergencies
- Inventory management
- Assist in medical equipment calibration and maintenance
- Management of biological samples
- Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Executive Director (Sports Authority of Jharkhand).

### 10.3 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:

CATEGORIES FOR EVALUATION	MAX MARKS	SCORING OF MARKS
Total Work experience	10	2 marks will be awarded for every completed 1 year of work experience as Nursing Assistant upto a maximum of 10 mark.
Work experience in sports establishment.	10	Additional 2 marks will be awarded for every completed 1 year of work experience as Nursing Assistant at a recognized State / National level sports organization (Govt. or Private) working with teams/players upto a maximum of 10 marks.

### 10.4 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 (100mark)
Domain Expertise	30
Practical knowledge	30
Aptitude for working in a sports organization	10
Knowledge in Allied Sports Science disciplines	10
Soft Skills	10
Basic knowledge of Computers / Data Entry	10

## 11. YOGA INSTRUCTOR

### 11.1 Eligibility criteria

Essential Qualification	Essential Experience	Desirable Qualification	Desirable Experience
Bachelors' Degree with Diploma in Yoga Studies.	2 years of experience in relevant field.	Masters/ PG Diploma in Yoga Studies/ Therapy/ Teacher Training Certificate from a recognized institution.	Masters/ PG Diploma in Yoga Studies/ Therapy/ Teacher Training Certificate from a recognized institution with 1 year experience in relevant field.

### 11.2 Nature of Duties

- Conduct and lead yoga classes.
- Visually assess students to determine their level of practice.
- Assist students to achieve precise alignment.
- Demonstrate practice and techniques.
- Possess the ability to move energy through the body.

- Transform energy during the warm-up, build-up and cool-down stages.
- Motivate students with words of encouragement.
- Connect with students during the yoga classes through fun, intelligent sequencing.
- Offer training recommendations to improve the practice of yoga.

### 11.3 Marking Criteria for shortlisting for the Interview:

S.No.	Eligibility
1	<b>Educational Qualification:</b> <ul style="list-style-type: none"> <li>• Masters/ MSc in Yoga (Duration of 2 years or more) – 10 Marks</li> <li>• UG Diploma in Yoga (Duration of 1 year or less) – 5 Marks</li> </ul>
2	<b>Work Experience:</b> <ul style="list-style-type: none"> <li>• More than 3 years– 15 marks</li> <li>• 2 years to 3 years – 10 marks</li> <li>• 1 years to 2 years – 5 marks</li> </ul>
3	<b>Work Experience in Sports Sector</b> <ul style="list-style-type: none"> <li>• More than 2 years - 10 marks</li> <li>• Less than 2 years – 5 marks</li> </ul>
4	<b>Work Experience in any State/ Centre Govt. or PSUs</b> <ul style="list-style-type: none"> <li>• More than 2 years - 10 marks</li> <li>• Less than 2 years – 5 marks</li> </ul>
5	<b>Additional Diploma or any certification in relevant field – 5 marks</b>

### 11.4 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 (50)
Domain Expertise & Practical Knowledge	20
Aptitude for working in a sports organization	10
Soft skills	10
Knowledge in allied sports science disciplines	10

## 12. YOUNG PROFESSIONAL

### 12.1 Qualifications:

**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

**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.

### 12.2 Job Description:

- Maintain the data of material/resources to manpower engaged in KISCE
- Assisting, coordinating and managing the implementation of KISCE Scheme of Sports Authority of Jharkhand.
- All work related to administration at KISCE
- Coordinating with different departments in queries related to KISCE
- Drafting of letters, file noting, orders, etc.



- Any other work assigned by the reporting authority
- General:
  - I. Good knowledge of Computers- Windows and Microsoft Office applications especially MSWord, MS Excel
  - II. Confident, self-driven and team player
  - III. Ability to read, write and speak in English, and Hindi.

**12.3 Criteria for Shortlisting for Interview:**

Candidate will be shortlisting with following criteria for which necessary documents to be attached along with the application:

Designation	Evaluation Criteria (Total Marks-100)
<b>Young Professional</b>	<p>i. Weightage for marks Obtained in Essential Qualification (Total - 30 Marks) with further break-up as given below:</p> <ol style="list-style-type: none"> <li>a. Greater or equal to 75% - 30 Marks</li> <li>b. 60% - 75% - 25 Marks</li> <li>c. 45% - 59.9% - 15 Marks</li> <li>d. Less than 45% - 0 Marks</li> </ol> <p>ii. Weightage for work Experience (35 marks) with further break-up as:</p> <ol style="list-style-type: none"> <li>a. Greater than or equal to 03 Years- 35 Marks</li> <li>b. Greater than or equal to 02 Years but less than 03 Years- 25 Marks</li> <li>c. Greater than or equal to 01 Year but less than 02 Years – 15 Marks</li> </ol> <p>iii. Weightage for work Experience in Sports Sector (25 marks) with further break-up as:</p> <ol style="list-style-type: none"> <li>a. Greater than or equal to 03 Years - 25 Marks</li> <li>b. Greater than or equal to 02 Years but less than 03 Years - 15 Marks</li> <li>c. Greater than or equal to 01 Year but less than 02 Years – 10 Marks</li> </ol> <p>iv. Experience in any Government/ Semi Govt./Autonomous/ PSU in relevant field as mentioned in JD (Minimum 01 Year). (Total10Marks)</p> <ol style="list-style-type: none"> <li>a. Greater than or equal to 02 Years - 10 Marks</li> <li>b. Greater than or equal to 01 Year but less than 02 Years - 05 Marks</li> </ol> <p><i>Note: If a candidate is working in Sports Sector and (or) in government sector as specified in iv, he/she will be eligible for weightage in ii, iii &amp; iv depending on number of Years of Experience.</i></p>

**12.4 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

**13. COMMON TERMS & CONDITIONS**

**13.1) Remuneration:**

Remuneration is to be fixed depending upon caliber and experience, on mutual agreement.

**13.2) Tenure:**

The contractual engagement will be for a period of four years on the basis of satisfactory performance, periodic reviews, result oriented, etc. and at all times coterminous with the Khelo India Scheme.

**13.3) 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 Jharkhand will issue TDS /Service Tax Certificates, as applicable.

**13.4) 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.

**13.5) Extension:**

Performance of the selected candidates would be continuously reviewed and their extension will be considered on the basis of periodic review / requirement.

**13.6) 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 unutilized leave in a calendar year will lapse and will not be carried forward to the next calendar year.

**13.7) 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 he/she may gather as part of this assignment
- b) During the period of engagement with Sports Authority of Jharkhand, 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.

**13.8) 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 Jharkhand 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 Jharkhand in this regard.
- 6) Sports Authority of Jharkhand reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- h) The Executive Director, SAJHA 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 Jharkhand.
- j) Any litigation matters pertaining to employment at Sports Authority of Jharkhand shall be restricted to the jurisdiction of the Ranchi courts.
- k) Organization reserves the right to terminate the contract, by giving one month notice to Candidates.
- l) Eligible and willing candidates are invited to submit their applications in the prescribed format, as detailed in **Annexure-A**, along with all required supporting documents. Applications must be submitted no later than **5:00 PM on 21<sup>st</sup> December 2024** to the following email address of the Sports Authority of Jharkhand: **Email: sajha9@gmail.com**
- m) Owing to the requirement in Sports Authority of Jharkhand, a list of panels may be drawn which will be valid for a period of one Year, Sports Authority of Jharkhand reserve the right to cancel the panel without assigning any reason.
- n) The date of birth, accepted by the Sports Authority of Jharkhand 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.

### **13.9 Call letters for interview:**

1. 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.
2. The responsibility of ensuring genuineness of the certificate lies completely on the candidate by self-attestation. SAJHA reserves the right to discard experience certificates which do not provide correct details as mentioned above. Website links could be provided to ascertain genuineness.

3. 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.

4. 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 SAJHA.

**13.10 How to Apply:**

Eligible and willing candidates are invited to submit their applications in the prescribed format, as detailed in **Annexure-A**, along with all required supporting documents. Applications must be submitted before **5:00 PM on 21<sup>st</sup> December 2024** to the following email address of the Sports Authority of Jharkhand:

**Email: [sajha9@gmail.com](mailto:sajha9@gmail.com)**

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.

