



**Sports Authority of India**  
**(An Autonomous Organization under Ministry of Youth Affairs & Sports)**  
**Jawaharlal Nehru Stadium Complex (East Gate)**  
**Lodhi Road, New Delhi- 110 003**

No. 01-04001(03)/3/2021-HO - Pers

Date: 01.09.2021

**Notice inviting applications for appointment of High Performance Director and High Performance Manager on deputation (including short term contract)/ contract**

Applications are invited from eligible candidates to the post of High Performance Director / High Performance Manager deputation(including short term contract)/ contract basis, as per the details given below:-

**Deputation (including short term contract):-**

Name of the Post	Pay Level (as per 7 <sup>th</sup> CPC)	No of Posts*	Eligibility	Experience
Senior Coach (High Performance Manager)	L-11	2*	Diploma in Coaching from SAI, NS NIS, or from any other recognised Indian/ Foreign University	DoPT guidelines shall be followed for pay fixation and experience.
Chief Coach (High Performance Director)	L-12	2*	Or Olympic/Paralympics/ International Participation Or Dronacharya Awardee	DoPT guidelines shall be followed for pay fixation and experience.

\*May vary based on work load.

**Pay and Eligibility criteria for Contract appointment:-**

Name of the Post	Pay Range**	No of Posts*	Eligibility & Experience
Senior Coach (High Performance Manager)	Rs.125,000-200,000/-	2*	Diploma in Coaching from SAI, NS NIS, or from any other recognised Indian/ Foreign University <b>with 7 Years of experience</b> Or Medal Winner in Olympic/ Paralympics/ World Championship or Twice Olympic Participation <b>with 2 Years of experience</b> Or Olympic/ Paralympics/ International Participation <b>with 4 Years of experience</b> Or Dronacharya Awardee <b>with 2 Years of experience</b> Or Master in (MS)/PhD/ MBA <b>with at least 10 Years of Research Experience.</b>

Name of the Post	Pay Range**	No of Posts*	Eligibility & Experience
			<p>Or</p> <p>Eminent Player having represented India in Senior category <b>with at least 5 Years of sport management/ research experience.</b></p> <p>Or</p> <p>Eminent Coach having trained Indian Player <b>with at least 10 Years of Sports Management/ Research experience.</b></p>
Chief Coach (High Performance Director)	Rs.150,000-225,000/-	2*	<p>Diploma in Coaching from SAI, NS NIS, or from any other recognised Indian/ Foreign University <b>with 10 Years of experience</b></p> <p>Or</p> <p>Medal Winner in Olympic/ Paralympics/ World Championship or Twice Olympic Participation <b>with 3 Years of experience</b></p> <p>Or</p> <p>Olympic/ Paralympics/ International Participation <b>with 7 Years of experience</b></p> <p>Or</p> <p>Dronacharya Awardee <b>with 3 Years of experience</b></p> <p>Or</p> <p>Master in (MS)/PhD/ MBA <b>with at least 15 Years of Research Experience.</b></p> <p>Or</p> <p>Eminent Player having represented India in Senior category <b>with at least 7 Years of sport management/ research experience.</b></p> <p>Or</p> <p>Eminent Coach having trained Indian Player <b>with at least 15 Years of Sports Management/ Research experience</b></p>

*\*May vary based on work load.*

*\*\*Remuneration within the pay range will be decided by the Interview Panel at the time of Interview.*

#### **Job Description:**

- Strategic planning of Short Time and Long Time to ensure sustained success in various International Competitions.
- Gap analysis and the strategy to fill the same.
- Periodic monitor and evaluation of sportsperson, coaches, sports scientist and supporting staff.
- Implementation of Athlete Monitoring Software with relevant technology.
- Talent Identification and Talent Development of the respective discipline.
- High Performance planning
- Technical Input to Coaches and other support Staff.
- Performance Assessment

#### **Tenure:-**

- Initially for a period of 4 years which can be extended for 4 more years. (For Deputation, DoPT guidelines shall be followed.).

**Age:-** For Deputation - as per DoPT guidelines.

For Contract–Upto 60 years (For Ch. Coach/HPD)  
Upto 50 Years (For Senior Coach/HPM)

## **General Instructions**

**How to Apply:** - The candidate has to send duly filled application form along with the self attested documents in the below mentioned address:

**Director (Recruitment)  
Room No- 214, Sports Authority of India  
Jawaharlal Nehru Stadium Complex (East Gate)  
Lodhi Road, New Delhi- 110 003**

**LAST DATE FOR RECEIPT OF APPLICATIONS: 15.09.2021 (till 05:00 PM). The candidates applying for deputation may send advance copy. However their candidature will be subject to receipt of NOC, Vigilance clearance, APAR from parent department.**

### **Documents:**

**i. DEGREE AND MARKSHEET:** The certificate must be one issued by the Competent Authority (i.e. University or other examining body) awarding the particular qualification.

### **ii. WORK EXPERIENCE:**

Documents claiming work experience must clearly mention the following:

- a. Name of the establishment
- b. Signature of 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.

### **iii. OTHER DOCUMENTS:**

- a. Proof of Date of birth: Aadhar Card/10th class mark sheet/12th class mark sheet.
- b. One recent passport size color photograph.

### **iv. Sports Participation:**

The document proving participation in Sports at National and International level should be attest from the Federation/Association of the respective Sports.

The term International Participation, means having represented the country in the International competition at Senior Level in Sports discipline recognized by World Body of the respective Sports such as:

- i) Olympic Games
- ii) World Championships/World Cups
- iii) Asian Games
- iv) Commonwealth Games
- v) Asian Championships/ Asia Cups

**GENERAL INSTRUCTIONS** (All the instructions given below must be strictly followed or else the application is liable to be rejected)

1. Applications are invited only from Indian citizens who fulfill eligibility criteria of essential educational qualification and essential work
2. 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.
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 SAI.
5. Selection of the candidate will be based on the interview for which no TA/DA will be paid.
6. The candidates will be called for the interview in the ratio 1:5. If the number of applications received is more than 5 times the number of vacancy advertised, a duly constituted selection committee shall scrutinize / shortlist the eligible candidates to be called for interview on the basis of suitable criteria.
7. The shortlisted candidates will be called for the interview and assessed mainly on following criteria:

Categories for Evaluation	Maximum Marks
Domain Expertise	40
Aptitude for working in sports ecosystem	20
Management and Administrative Skills	20
Soft Skills	10
Technical Knowledge of Tools and software used for Assessment and Gap Analysis	10

8. 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.

**Terms and Conditions (For Contractual engagement):**

**Tenure:** The engagement will be initially for a period of 04 (Four) years further extendable for 04 Year. The contract can be terminated by giving a 30 days' Notice period by either party, ie. SAI or the employee. In cases of extreme impropriety by the employee, the contract will be terminated immediately without prior notice.

Candidates should note that only the Date of Birth as recorded in the Matriculation/ Secondary Examination will be accepted. The maximum age limit will be calculated as on the last date of applications of this notification.

**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 SAI will issue TDS /Service Tax Certificates, as applicable.

**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.

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

**Leave:** Selected candidates will be entitled for 30 days leave in a calendar year on pro-rata basis. Therefore, 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 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, 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) 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.
- b) In case the performance of Candidate is not found satisfactory, his/her services will be discontinued after giving one-month notice.
- c) 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.
- d) Decision of SAI in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained by SAI in this regard.
- e) SAI reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- f) The DG SAI shall be the final authority in case of any dispute.
- g) The appointment will be purely on contract basis and does not confer any right to claim to permanent employment in SAI.
- h) Any litigation matters pertaining to employment at SAI shall be restricted to the jurisdiction of the Delhi courts.
- i) Owing to the requirement in SAI, a panel shall be drawn which will be valid for a period of one Year and can be utilized by any Scheme/project funded by Government of India along with SAI. SAI reserve the right to cancel the panel without assigning any reason.

**Director (Recruitment)  
Sports Authority of India**



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**Application for the Post of High Performance Manager / High Performance Director in SAI**

1. Name of the Post :
2. Category (Deputation/loan/ Contract ) :
3. Name of the applicant :
4. Father's Name :
5. Address :
6. Date of Birth :
7. Contact No :
8. Email ID :
9. Category(Gen./OBC/ST/SC) :
10. Educational Qualification (In chronological order) :

S.No.	Qualification	University	Date of Passing (as per passing certificate)	Tot. Marks	Marks Obtained	Percentage

11. Highest Achievement as a sports person :
12. Highest Achievement as a coach (if any) :

13. Details of Employment, in chronological order :

S.No.	Name of the Organization	Post held	From	To	Scale of pay (Level)	Nature of duties

(Enclose a separate sheet, duly authenticated by your Signature, if the space below is insufficient)

14. For applicant on Deputation:

a) Complete address of the employer with contact No:

b) Present Scale and emolument:

(Attach copy of recent payslip)

No of years in the present pay level at the substantive level (ACP/MACP/NFU will not be counted for number of years in a particular pay scale.)

15. For applicant on Contract:

a) Expected Salary:

b) Present emolument and benefits:

(Attach copy of recent payslip)

16. Additional information, if any, which you would like to mention in support of your suitability for the Post (Enclose a separate sheet, if the space is insufficient).

(Signature of Candidate)

Place:

Date: