

RECRUITMENT FOR THE POST OF HIGH PERFORMANCE DIRECTOR IN WEIGHTLIFTING

Indian Weightlifting Federation under the Ministry of Youth Affairs & Sports (GOI) and Sports Authority of India, is in the process of engaging **one HIGH PERFORMANCE DIRECTOR** for Indian weightlifters to nurture the best talent of the Country.

Indian Weightlifting Federation invites applications from eligible candidates for filling up the post of **one HIGH PERFORMANCE DIRECTOR**.

Interested candidates may apply in the prescribed format attached as **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 the PRESIDENT, INDIAN WEIGHTLIFTING FEDERATION, C-2/18, SECTOR-31, NOIDA, UTTAR PRADESH 201301 (INDIA) by 30th November 2021 till 4 PM (IST). Only short-listed candidates shall be called for the interview.

General Conditions:

Remuneration: Remuneration offered is US \$4,500 per month, is to be fixed depending upon caliber and experience, on mutual agreement.

Tenure: The contractual engagement will be for a period of four years based on satisfactory performance, periodic reviews, result oriented, etc.

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, as applicable.

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

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 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 Indian Weightlifting Federation / Sports Authority of India, 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 Federation / 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. 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.
- c. In case the performance of Candidate is not found satisfactory, his/her services will be discontinued after giving one-month notice.
- d. 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.
- e. Decision of IWLF / 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 IWLF/SAI in this regard.
- f. IWLF / SAI reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- g. The President, IWLF / DG SAI shall be the final authority in case of any dispute
- h. The appointment will be purely on contract basis and does not confer any right to claim to permanent employment in IWLF / SAI.
- i. Any litigation matters pertaining to employment at IWLF / SAI shall be restricted to the jurisdiction of Delhi courts.
- j. Organization reserves the right to terminate the contract, by giving one month notice to candidates.
- k. Owing to the requirement in IWLF / SAI, a list of panels may be drawn which will be valid for a period of one Year, IWLF / SAI reserve the right to cancel the panel without assigning any reason.

Under the guidance of the President, IWLF, the High Performance Director's, primary responsibilities of the role are:-

- i. To report to National Coach (Team India).
- ii. Development and implementation of the IWLF's national high performance programme and policies and the associated training programmes it encompasses.
- iii. To lead and develop a professional, high-performing team to ensure the effective, efficient and economic delivery of performance investment and support programs.
- iv. Provide overall leadership to develop training programs for athletes training in the Khelo India State Center of Excellence (KISCE), various NCOE centres across India.
- v. 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.
- vi. Continually monitor new developments in the performance spectrum for knowledge enhancement of Coaches and the members of the high performance team.

KEY CHALLENGES:-

- i. Working within a highly competitive, complex multi-sport environment.
- ii. Working together with multiple stakeholders with varying interests and agendas.
- iii. 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) and NCOE centres across India.➤ 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/NCOE athletes. Ensure Coach led-Athlete centric development.➤ Document goals and program plans in KISCEs' / NCOE's strategic, high performance, and annual plans.➤ Provide leadership and technical expertise to all high-performance program stakeholders.

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

Eligibility Criteria: High Performance Director

Master Sports (MSI/PHD/MBA) or equivalent degree with at least 10 Years of Research Experience.

Having key skills in coaching, technical and sports principles lecturing skills.

Candidates with International Olympic Committee / International Weightlifting Federation accreditation for coaching and technical aspects will be preferred.

OR

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

OR

Eminent Coach having trained Players with at least 10 years of sports management/ Research experience.

Interview Process: The interview will be of 100 marks and Candidates will be assessed on the following:-

CATEGORIES FOR EVALUATION	MAXIMUM MARKS
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

Notes:-

1. The above-mentioned short-listing criteria will be used for calling the candidates to appear in the interview.
2. The final merit will be based on the score obtained in the interview only.
3. The candidate must produce all documents in original, at the time of physical joining otherwise the candidature will be cancelled.

10. Work Experience:

Sl No.	Organisation/ Institute	Period (From – To)	Nature of Work	Remarks

Total Experience (in Months):

11. Sports Participation:

a. International Level

Sl No.	Event	Position

b. National Level

Sl No.	Event	Position

*Kindly attach self-attested copies of the above certificates (education, work experience and sports competitions)