

4(i) HIGH PERFORMANCE MANAGER:

HIGH PERFORMANCE MANAGER- JOB DESCRIPTION

Role Title	High Performance Manager
Reports to	Director cum Member Secretary YSS HP Shimla-2
Area	Performance Evaluation & Management
Organisation	HP SPORTS COUNCIL
Location	BILASPUR
Roles that report to this position	High Performance Team Members

ROLE PURPOSE

Under the guidance of the **Member Secretary YSS HP Shimla-2** the High Performance Manager's, primary responsibilities of the role are:-

- Development and implementation of the HP Sports Council 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**

- Work closely with program coaches, sports scientists and athletes in performance monitoring across training and competition settings, to track data and provide detailed analytical information to both.
- Continually monitor new developments in the performance spectrum for knowledge enhancement of Coaches and the members of the high performance team.

KEY CHALLENGES

- Working within a highly competitive, complex multi-sport environment.
- Working together with multiple stakeholders with varying interests and agendas.
- Working to provide cross discipline delivery of performance requirements in close association with other experts.

KEY ACCOUNTABILITIES:

Operational	Description
Performance Evaluation	<ul style="list-style-type: none"> •Ensure performance assessment of all athletes under the applicable schemes in accordance with NSF approved protocols •Carry out athlete performance analysis in consultation with the high performance team •Continuous evaluation of test protocols with the team to recommend betterment of the system. •Work with other team members to assess appropriate intervention policies and athlete requirements and be part of regular athlete assessments and performance reviews.
Monitoring	<ul style="list-style-type: none"> •Complete training programme designs and implementation at various KISCE. •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.

Role	Description
Performance Driver	<p>Plan, oversee, implement and evaluate all elements of national high-performance program and athlete channels to ensure sustainable excellence by KISCE athletes. Ensure Coach led- Athlete centric development.</p> <ul style="list-style-type: none"> • Document goals and program plans in KISCE strategic, high performance, and annual plans. • Provide leadership and technical expertise to all high-performance program stakeholders. • Communicate the vision and goals of the high-performance program. • Advise sports scientists, medical, para medical staff and project managers to study and analyze international developments, performance and rehabilitation and recovery trends. • Attend to training venues, playfield during training hours from time to time and also attend to games and competitions to provide overarching guidance towards Athlete Assessment. • Ensure continuous need analysis by the team for performance enhancement of athletes in conjunction with SAI/NSFs.
Sport Development	<p>Implement Junior athlete development programmes.</p> <ul style="list-style-type: none"> • 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	<p>Create a winning culture and environment across the high-performance program.</p> <ul style="list-style-type: none"> • 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	<p>Align and support coaches in implementation of performance and training program objectives.</p> <ul style="list-style-type: none"> • Manage and coordinate the activities of all KISCE Team Programs coaches and staff including sport science and paramedical personnel • Direct and manage KISCE Athletes High-Performance Managers/Project Managers/ Project Leaders. • Direct high performance administrative work in partnership with KISCE

Eligibility Criteria:

Criteria	High Performance Director
Eligibility Criteria	<p>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</p>

Remuneration	Rs. 125,000/- (One lakh Twenty Five Thousand Only)
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Age Limit: There is an upper age limit of 65 years.

Scoring Criteria for High Performance Manager

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.