

# BIHAR STATE SPORTS AUTHORITY

## Detailed Notification

### **RECRUITMENT BY SELECTION ON CONTRACTUAL BASIS FOR VARIOUS POSTS AT STATE CENTRE OF EXCELLENCE (KISCE), BIHAR.**

#### **Recruitment Advertisement**

Bihar State Sports Authority an autonomous body under Sports, Youth and Cultural Activities Department (Government of Bihar), invites applications for **recruitment by selection on Contractual Basis for various posts at State Centre of Excellence (KISCE), Bihar.**

2. The number of vacancies and the place of deployment may vary as per workload. Indicative figures are as follows:

| S. No | Designation                           | No of Posts | Upper Age Limit (as on the closing date of application) | Salary (per month) |
|-------|---------------------------------------|-------------|---|--------------------|
| 1     | High Performance Director             | 1           | 65 Years  | 100000-150000      |
| 2A    | Physiologist Grade 2                  | 1           | 40 Years  | 60000-80000        |
| 2B    | Physiologist Grade 1                  | 1           | 40 Years  | 40000-60000        |
| 3     | Nutritionist/Dietitian                | 1           | 40 Years  | 75000-100000       |
| 4     | Masseuse (At Least One Female)        | 3           | 35 Years  | 35000              |
| 5A    | Strength & Conditioning Lead          | 1           | 45 Years  | 80000-100000       |
| 5B    | Strength & Conditioning Expert        | 1           | 45 Years  | 60000-80000        |
| 6     | Psychologist                          | 1           | 35 Years  | 40000-60000        |
| 7     | Physiotherapist (At Least One Female) | 3           | 45 Years  | 40000-60000        |
| 8     | Young Professional                    | 1           | 32 Years  | 40000-60000        |
| 9     | Doctor                                | 1           | 45 Years  | 80000-100000       |
| 10    | Nursing Assistant                     | 1           | 35 Years  | 25000              |
| 11    | Yoga Instructor                       | 1           | 35 Years  | 25000              |

3. Interested candidates may apply online through the prescribed portal. Applicants are required to upload duly signed application forms along with self-attested copies of all relevant educational qualifications, experience certificates, and other supporting testimonials in support of their candidature on the portal <https://coach.biharsports.org/>.

4. The last date for submission of applications is 21.06.2026 up to 11:59 PM. Only shortlisted candidates will be invited for the interview.

5. The Bihar State Sports Authority reserves the right to modify, cancel, or withdraw this advertisement, either wholly or partially, at any stage without assigning any reason thereof.



SCAN QR CODE

  
(Deputy Director)

Bihar State Sports Authority

## 1. HIGH PERFORMANCE DIRECTOR

| Role                      | Vacancies | Remuneration<br>(per month) |
|---------------------------|-----------|-----------------------------|
| High Performance Director | 1         | 100000/- to 150000/-        |

| Field           | Details  |
|-----------------|--|
| Area            | Performance Evaluation & Management            |
| Organisation    | Khelo India State Centre of Excellence, Rajgir |
| Location        | State Sports Academy, Rajgir, Bihar            |
| Roles Reporting | High Performance Team Members                  |
| Age Limit       | Upper age limit of 65 years                    |

### ROLE PURPOSE

The High-Performance Director's, primary responsibilities of the role are: -

- Development and implementation of the Bihar State Sports Authority's 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 Centres of Excellence (KISCE), Khelo India scheme and other training centres of Bihar State Sports Authority.
- 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.

  
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## 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</li> <li>• regular athlete assessments and performance reviews.</li> </ul> |
| Monitoring             | <ul style="list-style-type: none"> <li>• Complete training program designs and implementation at Khelo India State Level Centers of Excellence (KISCE), Khelo India scheme and other training centers of Bihar State Sports Authority</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 on digital platform.</li> <li>• Continuous usage of the digital system by all Coaches, Sports Scientists 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>  |

## ELIGIBILITY CRITERIA

| Criteria             | High Performance Director   |
|----------------------|---|
| Eligibility Criteria | Master Sports (MSI/PHD/MBA with at least 10 Years of Research Experience<br><b>OR</b><br>Eminent players having represented India in Senior Category with at least 5 Years of sports management/ Research experience<br><b>OR</b><br>Eminent Coach having trained Indian Player with at least 10 years of sports management/Research experience |

**Age Limit:** There is an upper age limit of 65 years.

  
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## 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 programme 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.   |

  
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## 2. PHYSIOLOGIST

| Designation                      | Vacancies | Remuneration (per month) |
|----------------------------------|-----------|--------------------------|
| Exercise Physiologist (Grade II) | 1         | 60,000/- to 80,000/-     |
| Exercise Physiologist (Grade I)  | 1         | 40,000/- to 60,000/-     |

### ESSENTIAL EDUCATIONAL QUALIFICATIONS

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

### 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 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. |

### 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 (100 marks) |
|---|---------------------------|
| Domain Expertise                              | 30                        |
| Practical application of Physiology in sports | 30                        |
| Aptitude for working in a sports organization | 10                        |
| Knowledge related to recent advancements      | 10                        |

  
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|  |    |
|--|----|
| Soft skills                                    | 10 |
| Knowledge in allied sports science disciplines | 10 |

**Age limit:** The candidate must not have attained 40 years of age as on the closing date of advertisement.

  
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### 3. NUTRITIONIST

| Designation  | Vacancies | Remuneration           |
|--------------|-----------|------------------------|
| Nutritionist | 1         | 75,000/- to 1,00,000/- |

#### ESSENTIAL EDUCATIONAL QUALIFICATIONS

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

#### 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 >60% -69.9% (5 marks)<br>Percentage of marks >70% - 74.9% (7marks)<br>Percentage of marks >75% (10marks)   |   |   |
| Subjects in Master's                            | 20        | Physiology (5 marks)<br>Biochemistry (5 marks)<br>Sports (5 marks)<br>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 up to 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 up to a maximum of 20 marks |   |   |

  
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## 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<br>(100marks) |
|--|---------|---------------------|
| 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                  |

## JOB RESPONSIBILITIES OF NUTRITIONIST

- i. Evaluation of the nutritional status and dietary needs of athletes using established department protocols / standards and generate individual reports.
- ii. Developing sport specific monthly cyclic menu chart for athletes and standardize all recipes provided in the menu.
- iii. Making regular mess visits for menu compliance, taste, and right cooking procedures.
- iv. Monitoring hygiene, sanitation and cleanliness of the kitchen, dining and allied area.
- v. Promoting healthy eating and lifestyle habits and develop personalized nutrition plans and individualized counseling sessions.
- vi. Organizing, develop, analyze, test, and prepare special meals in cases of sickness or addressing nutritional deficiencies.
- vii. Conducting group counseling by motivating athletes towards achieving compliance and other suggested recommendations.
- viii. Coordinating with sports science support team, Sports science head, Centre head and other administrative staff.
- ix. Undertake Any other duties assigned by High Performance Director, Sports Science Head and Regional Head.

### Age limit

The candidate must not have attained 40 years of age as on the closing date of advertisement. The date of birth, accepted by the organization, Bihar State Sports

  
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Authority 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. Aadhar Card/Passport/Voter Id will also be accepted. 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.

  
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#### 4. MASSEUR

| Role                            | Vacancies | Remuneration |
|---------------------------------|-----------|--------------|
| Masseuse<br>(at least 1 Female) | 3         | 35,000/-     |

#### ESSENTIAL REQUIREMENTS

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.

#### WORK EXPERIENCE

Minimum 2 years of work experience as Masseur/ Masseuse.

#### 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 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. |

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

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

  
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## 5. STRENGTH & CONDITIONING

| Role                               | Vacancies | Remuneration           |
|------------------------------------|-----------|------------------------|
| Strength And Conditioning - Lead   | 1         | 80,000/- to 1,00,000/- |
| Strength And Conditioning - Expert | 1         | 60,000/- to 80,000/-   |

### ESSENTIAL 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:

- a. Bachelors or Masters in Sports and Exercise Science/Sports Science/Sports Coaching.

OR

- b. 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.

### 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, Up to 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 |

  
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|  |    |   |  |   |
|--|----|---|--|---|
| Percentage of Marks obtained in Graduation | 5  | $\geq 50\%$ -- $<60\%$ =2 marks<br>$\geq 60\%$ -- $<70\%$ =3marks<br>$\geq 70\%$ -- $<80\%$ =4marks<br>$\geq 80\%$ =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) – 7 marks | Medal at University/State Level (representing district/ university in a state level, university competition recognized by State Sports body or AIU) – 5 marks |

## INTERVIEW PROCESS

- a. The interview will be of 100 marks.
- b. The Candidates will be assessed on the following:

| Category 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            |

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

## JOB RESPONSIBILITIES

- i. 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.
- ii. Work in cooperation with the sports medicine or athletic training staff in the rehabilitation and strengthening of injured athletes.
- iii. Facilitate a collaborative relationship among sport coaches, sports medicine, and the strength and conditioning staff.

  
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- iv. Design and implement policies and procedures for the strength and conditioning program in accordance with the guidelines of Bihar State Sports Authority
- v. Develop systems for tracking athlete attendance and athlete progress in conjunction with the sport coaches.
- vi. 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.
- vii. Annually conduct and review a departmental risk management plan.
- viii. Complete an annual budgetary proposal for the program that includes routine maintenance, purchase of new equipment, and staffing needs.
- ix. Determine and reinforce expectations for athlete conduct for curricula and extra-curricular activities, as stated in the Centers Athlete Code of Conduct.
- x. Conduct an annual evaluation including the design of professional development activities.
- xi. Carry out research on newest methods and techniques in Strength & Conditioning domain.
- xii. Analyze data collected from athletes to suggest formation of norms for Indian athletes.
- xiii. Actively enter all data needed in the Athlete management System or with respect to performance evaluation of athletes.
- xiv. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General cum CEO Bihar State Sports Authority.

  
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## 6. PSYCHOLOGIST

| Role                   | Vacancies | Remuneration         |
|------------------------|-----------|----------------------|
| Psychologist – Grade I | 1         | 40,000/- to 60,000/- |

### EDUCATIONAL QUALIFICATIONS

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

### 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 a recognized Indian or Foreign University   |
| Total Work experience                    | 10        | 2 marks will be awarded for every completed 1 year of work experience as psychologist 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 Psychologist at a recognized State / National level sports organization (Govt. or Private) working with teams/players up to a maximum of 10 marks. |

### 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                       |

  
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|  |    |
|--|----|
| Knowledge in allied sports science disciplines | 10 |
|--|----|

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

  
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## 7. PHYSIOTHERAPIST

| Role   | Vacancies | Remuneration         |
|--|-----------|----------------------|
| Physiotherapist – Grade I<br>(at least 1 female) | 3         | 40,000/- to 60,000/- |

### ESSENTIAL EDUCATIONAL QUALIFICATIONS

Masters in Physiotherapy from any recognized Indian or Foreign University.

### ESSENTIAL WORK EXPERIENCE

Minimum 3 years of work experience as Physiotherapist

### 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 twill be awarded, up to 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 up to a maximum of 30 marks |    |
| Marks obtained in Master's degree         | 20        | Percentage of marks >50%-- 60% --10marks<br>Percentage of marks >60%- 70% --15marks<br>Percentage of marks >70% --20marks  |    |
| Masters in Physiotherapy (Specialization) | 30        | Sports Science   | 30 |
|   |           | Muscle – Skeleton Science  | 15 |
|   |           | Orthopedics  | 15 |
|   |           | Health promotion in disability rehabilitation  | 15 |

### 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 | 10            |

  
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|   |    |
|---|----|
| discipline.                                   |    |
| Soft skills                                   | 10 |
| Knowledge in allied sports science discipline | 10 |

## DOCUMENTS REQUIRED

Self-attested scanned copy of original documents of the following be uploaded

## DEGREE AND MARKSHEET

The certificate uploaded must be one issued by the Competent Authority (i.e. University or other examining body) awarding the particular qualification.

Masters in Physiotherapy from a recognized Indian or Foreign University.

## WORK EXPERIENCE

Documents claiming work experience must clearly mention the following:

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

## OTHER DOCUMENTS

- a. Proof of Date of birth: Aadhar Card/10th class mark sheet/12th class mark sheet.
- b. Recent passport size colour photograph.
- c. Scanned copy of No Objection Certificate from their present employer, in case working in Central/ State Government/ Autonomous Organizations on regular basis.

**Age Limit:** The maximum age shall not be more than 45 years on the last date of receipt of applications.

## JOB RESPONSIBILITY

- i. Planning and development of physiotherapy protocols.
- ii. Maintain the record of present and past injuries for the athletes in the camp/center
- iii. Management of hydrotherapy, sauna/steam bath and other facilities available to the center.
- iv. Evolve injury prevention strategy for the athlete in consultation with the team doctor

  
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- v. Injury management in field.
- vi. Shall be responsible for day-to-day injury prevention and rehabilitation of the athletes
- vii. Assist in injury prevention strategy
- viii. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General cum CEO, Bihar State Sports Authority.

  
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## 8. YOUNG PROFESSIONAL

| Role               | Vacancies | Remuneration         |
|--------------------|-----------|----------------------|
| Young Professional | 1         | 40,000/- to 60,000/- |

### 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.

### JOB DESCRIPTION

- i. Maintain the data of material/resources to manpower engaged in KISCE
- ii. Assisting, coordinating and managing the implementation of KISCE Scheme of State Sports Department.
- iii. All work related to administration at KISCE
- iv. Coordinating with different departments in queries related to KISCE
- v. Drafting of letters, file noting, orders etc.
- vi. Any other work assigned by the reporting authority
- vii. General:
- viii. Good knowledge of Computers- Windows and Microsoft Office applications especially MS Word, MS Excel
- ix. Confident, self-driven and team player
- x. Ability to read, write and speak in English & Hindi.

**Age Limit:** The maximum age shall not be more than 32 years on the last date of receipt of applications.

### INTERVIEW PROCESS

Scoring Criteria for Young Professional is as follows:

  
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| <b>Sr. No.</b> | <b>Parameters</b>                     | <b>Maximum Marks</b> |
|----------------|---------------------------------------|----------------------|
| 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                   |

  
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## 9. DOCTOR

| Role                              | Vacancies | Remuneration           |
|-----------------------------------|-----------|------------------------|
| Sports Medicine Doctor – Grade II | 1         | 80,000/- to 1,00,000/- |

### QUALIFICATIONS

**Essential:** Post Graduate Diploma in Sports Medicine recognized by erstwhile MCI

**Desirable:** Minimum one year of research/work experience with the national/state athletes

### JOB DESCRIPTION

- i. Medical management of the athlete in the field during training
- ii. Handling the medical emergency unground
- iii. Involve medical rehabilitation process during injury management
- iv. Planning & sequencing of testing protocol
- v. Periodic testing of athletes
- vi. Data management
- vii. Assist lead medical practitioner for research inputs
- viii. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General cum CEO Bihar State Sports Authority.

**Age Limit:** The maximum age shall not be more than 45 years on the last date of receipt of applications.

  
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## 10. NURSING ASSISTANT

| Role                        | Vacancies | Remuneration |
|-----------------------------|-----------|--------------|
| Nursing Assistant – Grade I | 1         | 25,000/-     |

### QUALIFICATIONS

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

**Desirable:** Minimum two years of work experience in hospital.

### JOB DESCRIPTION

- i. Assist medical actioner during medical emergencies
- ii. Inventory management
- iii. Assist in medical equipment calibration and maintenance
- iv. Management of biological samples
- v. Any other duties assigned by High Performance Director, Sports Science Head and Regional Head and Director General, Bihar State Sports Authority.

**Age Limit:** The maximum age shall not be more than 45 years on the last date of receipt of applications.

  
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## 11. YOGA INSTRUCTOR

| Role            | Vacancies | Remuneration |
|-----------------|-----------|--------------|
| Yoga Instructor | 1         | 25,000/-     |

### QUALIFICATIONS

**Essential:** Bachelors' Degree with Diploma in Yoga Studies with 1 year of experience in relevant field.

### JOB DESCRIPTION

- i. Conduct and lead yoga classes.
- ii. Visually assess students to determine their level of practice.
- iii. Assist students to achieve precise alignment.
- iv. Demonstrate practice and techniques.
- v. Possess the ability to move energy through the body.
- vi. Transform energy during the warm-up, build-up and cool-down stages.
- vii. Motivate students with words of encouragement.
- viii. Connect with students during the yoga classes through fun, intelligent sequencing.
- ix. Offer training recommendations to improve the practice of yoga.

**Age Limit:** The maximum age shall not be more than 35 years on the last date of receipt of applications.

### Marking Criteria for Shortlisting for the Interview:

| S. No. | Eligibility  |
|--------|--|
| 1      | <b>Educational Qualification</b><br>i. Masters/ MSc in Yoga (Duration of 2 years or more) – 10 Marks<br>ii. UG Diploma in Yoga (Duration of 1 year or less) – 05 Marks |
| 2      | <b>Work Experience</b><br>i. More than 3 years – 15 Marks<br>ii. 2 years to 3 years – 10 Marks<br>iii. 1 years to 2 years – 05 Marks                                   |
| 3      | <b>Work Experience in Sports Sector</b><br>i. More than 2 years – 10 Marks<br>ii. Less than 2 years – 05 Marks   |
| 4      | <b>Work Experience in any State/ Centre Govt. or PSUs</b><br>i. More than 2 years – 10 Marks<br>ii. Less than 2 years – 05 Marks                                       |
| 5      | <b>Additional Diploma or any certification in relevant field – 05 Marks</b>  |

  
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## 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>MAXIMUM MARKS (50)</b> |
|--|---------------------------|
| Domain Expertise & Practical Knowledge         | 20                        |
| Aptitude for working in a sports organization  | 10                        |
| Soft skills                                    | 10                        |
| Knowledge in allied sports science disciplines | 10                        |

  
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## COMMON TERMS & CONDITIONS VACANCIES

The number of vacancies and the place of deployment can be varied as per workload.

- a) **Tenure:** The contractual engagement shall be for an initial period of two (2) years, extendable annually for up to three (3) additional years (2+1+1+1), subject to satisfactory performance, periodic review, and scheme requirements. The maximum tenure shall not exceed five (5) years and at all times shall remain 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 Bihar State Sports Authority 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.

### f) CONFIDENTIALITY

- i. 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
- ii. During the period of engagement with Bihar State Sports Authority, 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
- iii. 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.

### g) OTHER CONDITIONS

- i. 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.
- ii. b) Candidates applied for more than one post will be interviewed only once.
- iii. 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.

  
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- iv. In case the performance of Candidate is not found satisfactory, his/her services will be discontinued after giving one month notice.
- v. 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.
- vi. Decision of Bihar State Sports Authority in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained in this regard.
- vii. Bihar State Sports Authority reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- viii. The Director General-cum-CEO, Bihar State Sports Authority shall be the final authority in case of any dispute.
- ix. The appointment will be purely on contract basis and does not confer any right to claim to permanent employment in Bihar State Sports Authority.
- x. Any litigation matters pertaining to employment at Bihar State Sports Authority shall be restricted to the jurisdiction of the Bihar courts.
- xi. Organization reserves the right to terminate the contract, by giving one month notice to Candidates.
- xii. The date of birth, accepted by the Bihar State Sports Authority 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.

**h) Call letters for interview:**

- i. 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.
- ii. The responsibility of ensuring genuineness of the certificate lies completely on the candidate by self-attestation. Bihar State Sports Authority reserves the right to discard experience certificates which do not provide correct details as mentioned above.
- iii. Candidates will be called for the interview on the criteria as mentioned above.

  
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Hence, fulfillment of eligibility criteria does not entail that candidate will be considered for the interview.

- iv. 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 Bihar State Sports Authority
- v. **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.**

  
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