

**F. No. 6-40/SYA/KIUTSC/2023/55**  
अंडमान तथा निकोबार प्रशासन  
**Andaman & Nicobar Administration**  
खेल एवं युवा कार्य निदेशालय  
**Directorate of Sports & Youth Affairs**  
७०२

Sri VijayaPuram 21<sup>st</sup> January, 2026

To

1. The Chief Editor, the Daily Telegrams, Sri VijayaPuram.
2. The Editor, News Wing, AIR, Sri VijayaPuram.
3. The Editor, News Wing, DDK, Sri VijayaPuram.

Sir/Madam

I request you to kindly Publish/ Broadcast/ Telecast the following news items on Friday, 23<sup>rd</sup> January 2026 for information of all the eligible job aspiring candidates.

**ADVERTISEMENT**

**ENGAGEMENT OF SPORTS COACHES AND SPORTS SCIENCE STAFF FOR KHELO INDIA STATE CENTRE OF EXCELLENCE, NETAJI SPORTS COMPLEX, SRI VIJAYA PURAM, ANDAMAN AND NICOBAR ISLANDS**

The Directorate of Sports and Youth Affairs, Andaman & Nicobar Administration is inviting applications for the following posts for Khelo India State Centre of Excellence(KISCE), Netaji Sports Complex, Sri Vijaya Puram, Andaman & Nicobar Islands, on purely contractual basis under Khelo India Scheme for a period up to 4 years, subject to the continuation of the Khelo India Scheme by the Ministry of Sports & Youth Affairs, Govt. of India.

|   | Designation                    | No. of Posts | Salary per Month(₹) |
|---|--------------------------------|--------------|---------------------|
| 1 | High Performance Manager       | 1            | 1,00,000 - 150000   |
| 2 | Head Coach-Badminton           | 1            | 1,00,000 - 150000   |
| 3 | Head Coach-Cycling             | 1            | 1,00,000 - 150000   |
| 4 | Head Coach-Swimming            | 1            | 1,00,000 - 150000   |
| 5 | Physiotherapist Grade-1        | 1            | 40,000 - 60,000     |
| 6 | Masseur                        | 2            | 35,000 - 55,000     |
| 7 | Nutritionist                   | 1            | 75,000 - 1,00,000   |
| 8 | Strength & Conditioning Expert | 1            | 70,000              |
| 9 | Young professional             | 1            | 40,000 - 60,000     |

Eligible interested candidates may apply in the prescribed format Annexure-A by post or directly visiting the office of the Directorate of Sports & Youth Affairs, Netaji Stadium, Sri Vijaya Puram. The detailed notification with purpose of the roles and accountabilities, eligibility criteria, as per the Khelo India Manpower Hiring Norms KISCE and prescribed application form are available in the department's official website <https://sports.andamannicobar.gov.in> and State Portal <https://andamannicobar.gov.in>. Applications duly signed with self-attested copies of all educational qualifications, Sports Achievements, experience certificates and other testimonials as required to support the candidature of the applicant must be sent to the Secretary (Sports)/Director (Sports), Directorate of Sports and Youth Affairs, Andaman & Nicobar Administration, Netaji Sports Complex, Sri Vijaya Puram – 744101. The application process will start from Tuesday, 27<sup>th</sup> January, 2026 to Monday, 16<sup>th</sup> February, 2026 (5.00 pm). Applications received after Monday, 16<sup>th</sup> February, 2026 (5.00 pm) shall not be entertained. Only short-listed candidates shall be called for the Skill Test where ever applicable, as decided by the Selection Committee/Director(Sports).

Director (Sports)

**Copy to:**

1. The Executive Officer, SOVTECH with a request to upload the attached detailed notification/notification on the Portals of the State and Sports Department.
2. The Regional Director, Sports Authority of India, Kolkata, for information and wide publicity on the SAI Portal and other proper channels please.
3. Khelo India Division, Sports Authority of India, New Delhi for information and wide publicity through proper channels please.

Director (Sports)



अंडमान तथा निकोबार प्रशासन  
**Andaman & Nicobar Administration**  
खेल एवं युवा कार्य निदेशालय  
**DIRECTORATE OF SPORTS & YOUTH AFFAIRS**

**KHELO INDIA STATE CENTRE OF EXCELLENCE (KISCE)**

**MANPOWER HIRING NORMS**

- **High Performance Manager**
- **Head Coaches (Badminton, Cycling, Swimming)**
- **Physiotherapist Grade-1**
- **Masseur**
- **Nutritionist**
- **Strength & Conditioning Expert**
- **Young Professional**

[directorsportsani@gmail.com](mailto:directorsportsani@gmail.com)



#### 4(i) HIGH PERFORMANCE MANAGER:

##### HIGH PERFORMANCE MANAGER- JOB DESCRIPTION

|                                    |                                       |
|------------------------------------|---------------------------------------|
| Role Title                         | High Performance Manager              |
| Reports to                         | Director (Sports), DSYA, A & N Admin. |
| Area                               | Performance Evaluation & Management   |
| Organisation                       |                                       |
| Location                           | Sri Vidaya Puram                      |
| Roles that report to this position | High Performance Team Members         |

##### ROLE PURPOSE

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

- Development and implementation of the STATE SPORTS DEPARTMENT national high performance programmes 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 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"><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 various 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>                                                                                                                                                                                                                                                                                     |

| 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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

#### Eligibility Criteria:

| Criteria             | High Performance Manager                                                                                                                                                                                                                                                                                                                        |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 |



|              |                        |
|--------------|------------------------|
| Remuneration | Rs. 1- Lakh- 1.5 Lakhs |
|--------------|------------------------|

Age Limit: There is an upper age limit of 65 years. *as on the last date of receipt of application.*

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.                                                                                                                         |

#### **4(ii).HEAD COACH :**

##### **ELIGIBILITY CONDITION:**

##### **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.

##### **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.

##### **REMUNERATION:**

| DISCIPLINE | GRADE | REMUNERATION             |
|------------|-------|--------------------------|
| Head Coach | I     | Rs1,00,000 TO Rs1,50,000 |

##### **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.

- 1.1.1 Adapting to the needs and interests of group or individual trainees.
- 1.1.2 Communicating instructions and commands using clear, simple language.
- 1.1.3 Encouraging participants to gain and develop skills, knowledge and techniques.
- 1.1.4 Ensuring that trainees train and perform to a high standard of health and safety at all times.
- 1.1.5 Inspiring confidence and self-belief.



1.1.6 Developing knowledge and understanding of fitness, injury, sports psychology, nutrition and sports science.

1.1.7 Working with IT-based resources to monitor and measure performance.

1.1.8 Acting as a role model, gaining the respect and trust of the people.

1.1.9 Liaising with other partners in performance management, such as Coaches, Physiotherapists, Doctors and Nutritionists.

1.1.10 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**

1.1.11 Producing personalized training programmers.

1.1.12 Maintaining records of trainees performance.

1.1.13 Coordinating trainees attendance at meetings and other sports events

1.1.14 Planning and running programmers of activities for groups and individuals.

1.1.15 Co-coordinating with other coaches for transporting trainees to and from training sessions and sports events;

1.1.16 Seeking and applying for sponsorship agreements by engaging all stakeholders.

1.1.17 Finding appropriate competitions for participants.

1.1.18 Planning work schedule in consultation with other coaches.

*Age Limit - There is an upper Age limit of 50 years as on last date of application.*

#### **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>     |

#### **4(iv).YOUNG PROFESSIONALS :**

##### **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 :**

- Maintain the data of material/resources to manpower engaged in KISCE
- Assisting, coordinating and managing the implementation of KISCE Scheme of **State Sports Department**.
- 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:
  - Good knowledge of Computers- Windows and Microsoft Office applications especially MS Word, MS Excel
  - Confident, self-driven and team player
  - 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.

##### **Remuneration :** -

| DISCIPLINE          | REMUNERATION          |
|---------------------|-----------------------|
| Young Professionals | Rs 40,000 to 60,000/- |

##### **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            |



#### 4(v).STRENGTH & CONDITIONING EXPERTS :

##### (Specific requirements, shortlisting and interview information)

#### 1. 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:

- 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.

#### 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:

| <u>CATEGORIES FOR EVALUATION</u>           | <u>MAX MARKS</u> | <u>SCORING OF MARKS</u>                                                                                                                                                                                   |                                                                                                                             |                                                                                                                                                                 |
|--------------------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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/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 |
| Percentage of Marks obtained in Graduation | 5                | ≥50%--<60% =2 marks<br>≥60%--<70% =3marks<br>≥70%--<80% =4marks<br>≥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 State Sports body or AIU)– 5marks      |

#### 3. INTERVIEW PROCESS

The interview will be of 100 marks.

The Candidates will be assessed on the following:

| <u>CATEGORIES FOR EVALUATION</u> | <u>MAXIMUM MARKS</u> |
|----------------------------------|----------------------|
|----------------------------------|----------------------|

|                                                                             |    |
|-----------------------------------------------------------------------------|----|
| 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 |

Remuneration: **RS. 70,000 /- per month**

|  |  |  |
|--|--|--|
|  |  |  |
|  |  |  |
|  |  |  |

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

#### 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 <b>State Sports Department</b>.</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 Director General <b>State Sports Department</b>.</li> </ol> |



#### 4(vii).MASSEUR:

#### (Essential Requirements, Short listing and Interview Information)

##### 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.

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

##### Remuneration:

| DISGNATION | REMUNERATION                |
|------------|-----------------------------|
| Masseur    | Rs. 35000/- <i>55,000/-</i> |

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

#### 4(viii).PHYSIOTHERAPIST: *Grade - 1*

(Specific requirements, shortlisting and interview information)

##### 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:

##### INTERVIEW PROCESS

| 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 to 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 >50% -- 60% -- 10 marks<br>Percentage of marks >60% -- 70% -- 15 marks<br>Percentage of marks >70% -- 20 marks                                                                                             |    |  |
| Masters in Physiotherapy (Specialization) | 30        | Sports Science                                                                                                                                                                                                                 | 30 |  |
|                                           |           | Muscle – Skeleton Science                                                                                                                                                                                                      | 15 |  |
|                                           |           | Orthopedics                                                                                                                                                                                                                    | 15 |  |
|                                           |           | Health promotion in disability rehabilitation                                                                                                                                                                                  | 15 |  |

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            |

#### 1. DOCUMENTS REQUIRED:

Self attested scanned copy of original documents of the following to be ~~uploaded~~ *submitted*



i. **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.

ii. **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.

A) **OTHER DOCUMENTS:**

- i. Proof of Date of birth: Aadhar Card/10<sup>th</sup> class mark sheet/12<sup>th</sup> class mark sheet.
- ii. Recent passport size color photograph.
- iii. 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.

**Remuneration:**

| DESIGNATION     | GRADE   | REMUNERATION        |
|-----------------|---------|---------------------|
|                 |         | Rs                  |
| Physiotherapist | GRADE I | Rs. 40,000—60,000/- |

**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 Director General <b>STATE SPORTS DEPARTMENT</b></li></ol> |

## 4(x). Nutritionist

### Vacancies

The number of vacancies and the place of deployment can be varied as per workload. Indicative figures are as follows:

| S.NO | Designation  | Total Vacancies |
|------|--------------|-----------------|
| 1    | Nutritionist | 01              |

### (Specific Requirements, Short listing and Interview Information)

#### 1. ESSENTIAL EDUCATIONAL QUALIFICATIONS

##### Nutritionist

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

##### Experience:

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

##### Assistant Nutritionist

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

##### Experience:

Minimum 2 years of experience

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

#### 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 >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 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 |                                                               |                                                                                                         |

#### 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 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 |

Remuneration: RS. 75,000 to 1,00,000/-

|  |  |
|--|--|
|  |  |
|  |  |
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#### JOB RESPONSIBILITIES OF 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, Sportsscience head, Centre head and other administrative staff.
9. 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 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.

**Application Format**Recent  
Photograph

Post applied for: .....

1.Name: .....

2.Father's/Husband's Name: .....

3. Date of Birth: .....

4.Nationality: .....

5.Postal Address: .....

6.Contact Number: .....

7.E-mail Address: .....

**8 Education Qualifications Matriculation onwards:**

| S. No. | Certificate/Degree | Subject | Institute/<br>University | Year<br>of<br>Passing | Percentage<br>/CPGA |
|--------|--------------------|---------|--------------------------|-----------------------|---------------------|
|        |                    |         |                          |                       |                     |
|        |                    |         |                          |                       |                     |
|        |                    |         |                          |                       |                     |
|        |                    |         |                          |                       |                     |
|        |                    |         |                          |                       |                     |

**9 Work Experience:**

| S. No. | Organization<br>/Institute | Period From – To | Nature of<br>Work | Remarks |
|--------|----------------------------|------------------|-------------------|---------|
|        |                            |                  |                   |         |
|        |                            |                  |                   |         |
|        |                            |                  |                   |         |
|        |                            |                  |                   |         |

Total Experience (in Month).....

**10 Sports Participation:**(A) International Level

| S. No | Event | Position |
|-------|-------|----------|
|       |       |          |
|       |       |          |



(B) National Level

| S. No | Event | Position |
|-------|-------|----------|
|       |       |          |
|       |       |          |

**DECLARATION**

I hereby declare that all statements made in this application are true and correct to the best of my knowledge and belief. I understand that in the event of any information being found false or incorrect or not satisfying the prescribed eligibility criteria for the post applied for, my candidature is liable to be cancelled/rejected at any stage of selection.

**Place:**

**Date:**

**(Signature of the Applicant)**

## **OTHER TERM AND CONDITIONS**

1. Applications may be submitted by post or directly visiting the office of Directorate of Sports and Youth Affairs, Netaji Sports Complex, Andaman & Nicobar Administration or through email [directorsportsani@gmail.com](mailto:directorsportsani@gmail.com) in the PDF format only.
2. The maximum age specified for each post is as on the last date of the receipt of the applications i.e. 16<sup>th</sup> February, 2026 (5:00 pm)
3. Only short-listed candidates shall be called for the interview/skill test where ever applicable.
4. The appointment will be purely on contractual basis under Khelo India Scheme and does not confer any right to claim to permanent employment in Department of Sports & Youth Affairs, A&N Administration or Sports Authority of India.
5. The applicants are required to disclose any legal issues, FIRs, police complaints, arrests, or convictions against them. Hiding this information (suppression of material information) is considered a serious breach of trust and the appointing authority can terminate them, even after they have joined the service.
6. In case the performance of candidate is not found satisfactory, his/ her services will be discontinued after giving one-month notice.
7. Without any prejudice to the above condition, the candidate will be terminated from his/her 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.
8. Decision of the Director (Sports), Directorate of Sports & Youth Affairs, A&N Administration in all matters regarding eligibility, selection and posting, would be final and binding upon all candidates. No representation or correspondence will be entertained by the Department in this regard.
9. The Director (Sports) Directorate of Sports & Youth Affairs, A&N Administration, reserves the right to cancel this advertisement and/or the selection process at any stage without assigning any reason.
10. The Director (Sports & Youth Affairs), A&N Administration shall be the final authority in case of any dispute.
11. For any other general queries, applicants may contact Shri.A G Praveen Rao, PET, Directorate of Sports and Youth Affairs, Netaji Sports Complex Andaman and Nicobar Administration.

  
**Director (Sports)**