

# 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 Department of Sports (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. | Sports Discipline | Designation     | No of Posts | Salary (per Month)   |
|--------|-------------------|-----------------|-------------|----------------------|
| 1      | Athletics         | Head Coach      | 1           | 100000/- to 150000/- |
| 2      | Swimming          | Head Coach      | 1           | 100000/- to 150000/- |
|        |                   | Assistant Coach | 1           | 40,000/-             |
| 3      | Weightlifting     | Head Coach      | 1           | 100000/- to 150000/- |

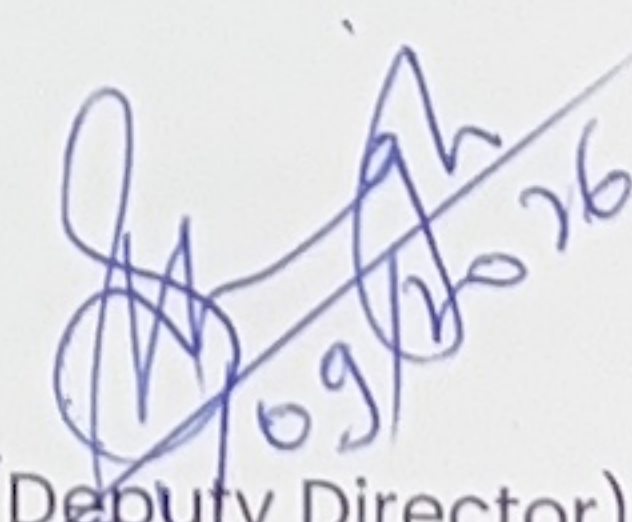
3. Interested candidates may apply online through the prescribed portal. Applicants are required to upload duly signed application forms along with self-attested copies of all relevant educational qualifications, experience certificates, and other supporting testimonials in support of their candidature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

4. The application window shall remain open from 02.09.2026 to 15.09.2026 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. HEAD COACH

| S. No. | Sports Discipline | Role       | Vacancies | Remuneration (per month) |
|--------|-------------------|------------|-----------|--------------------------|
| 1      | Athletics         | Head Coach | 1         | 100000/- to 150000/-     |
| 2      | Swimming          | Head Coach | 1         | 100000/- to 150000/-     |
| 3      | Weightlifting     | Head Coach | 1         | 100000/- to 150000/-     |

### 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 medallists 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.

### 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.



## **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**

- i. Evaluating performance and providing suitable feedback, balancing criticism with positivity and motivation.
- ii. Assessing strengths and weaknesses in an athlete's performance and identifying areas for further development.
- iii. Adapting to the needs and interests of the group or individual trainees.
- iv. Communicating instructions and commands using clear, simple language.
- v. Encouraging participants to gain and develop skills, knowledge and techniques.
- vi. Ensuring that trainees train and perform to a high standard of health and safety at all times.
- vii. Inspiring confidence and self-belief.
- viii. Developing knowledge and understanding of fitness, injury, sports psychology, nutrition and sports science.
- ix. Working with IT-based resources to monitor and measure performance.
- x. Acting as a role model, gaining the respect and trust of others.
- xi. Working to a high legal and ethical standard at all times, particularly regarding issues such as child safeguarding, gender equality and health and safety requirements, including protection from sexual harassment.

#### **Planning and Administration**

- i. Producing personalized training programmes.
- ii. Maintaining records of trainees' performance.
- iii. Coordinating trainees' attendance at meetings and other sports events.
- iv. Planning and running programmes of activities for groups and individuals.
- v. Coordinating with other coaches for transporting trainees to and from training sessions and sports events.
- vi. Seeking and applying for sponsorship agreements by engaging all stakeholders.
- vii. Finding appropriate competitions for participants.
- viii. Planning work schedules in consultation with other coaches.

### **SCORING CRITERIA FOR HEAD COACHES**

| Sr. No. | Parameters                                                                                                                                       | Maximum Marks |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| 1       | Coaching Aptitude & Knowledge (including Rules & Regulations of the Game, Knowledge about High Performance Environment and 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> |



## 2. ASSISTANT COACH

| S. No. | Role            | Sports Discipline | Vacancies | Remuneration (per month) |
|--------|-----------------|-------------------|-----------|--------------------------|
| 1      | Assistant Coach | Swimming          | 1         | 40,000/-                 |

### Eligibility for Assistant Coaches to be Recruited Under Contract

| Sl. No. | Eligibility                                                                                    |
|---------|------------------------------------------------------------------------------------------------|
| 1       | Diploma in Coaching from SAI, NSNIS, or from any other recognized Indian/Foreign University OR |
| 2       | Olympic/International participation OR                                                         |
| 3       | Dronacharya Awardee                                                                            |
| 4       | Maximum Age must be less than 40 years (as on last date of submission of application).         |

*Contract can be extended up to 60 years subject to yearly performance review.*

### Selection Procedure

- Through interview including an oral test for discipline-specific knowledge. If the number of candidates is more than five times the vacancies, short-listing of candidates for interview shall be carried out on the basis of approved criteria. Mere fulfilment of eligibility criteria does not entail the candidate to be called for interview.
- The list of eligible shortlisted candidates for interview, along with date(s) and place of interview, will be posted on the SAI website.
- Candidates should note that their candidature at all stages will be purely provisional, subject to satisfying the prescribed eligibility conditions. If, on verification at any stage before or after the interview, it is found that they do not fulfil any of the eligibility conditions, their candidature will be cancelled by SAI.



## **COMMON TERMS & CONDITIONS**

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) **Termination for Misconduct:** The engagement shall stand terminated with immediate effect, without notice or compensation, if the incumbent is found involved in doping, any act of a criminal or socially unacceptable nature, or other misconduct, without prejudice to further action as deemed appropriate.
- g) **Terms & Conditions of Employment:** The complete set of terms and conditions governing the engagement shall be communicated along with the offer letter.
- h) **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 pseudonymous 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.

**i) 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. 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.
- 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.

**j) 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. Hence, fulfilment 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 fulfil 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.

