

CORRIGENDUM TO RFP FOR SELECTION OF AN AGENCY FOR SETTING UP A HIGH PERFORMANCE CENTRE FOR ATHLETICS AT KALINGA STADIUM IN BHUBANESWAR, ODISHA

Corrigendum – 1

S. No.	RFP Ref.	Original Clause	Modified Clause
1.	24.2	The Performance Security shall be for an amount equal to 10% (Ten per cent) of the total value of the Contract	The Performance Security shall be for 5% of the value of Contract payable for that (one) year and the Agency shall submit the performance guarantee for every subsequent year as per the value of contract payable in the subsequent year.
2.	Section 7. Standard Form of Contract	To be provided later to the successful bidder.	Attached as Annexure 2
3.	13. Only One Proposal	(a) The Bidder shall submit only one Proposal. If a Bidder submits or participates in more than one Proposal, all such Proposals shall be disqualified and rejected. Further, a Bidder's proposed Key Experts and Programme Support Staff are also precluded from participating as Key Experts and Programme Support Staff in more than one Proposal.	(a) The Bidder shall submit only one Proposal. If a Bidder submits or participates in more than one Proposal, all such Proposals shall be disqualified and rejected.
4.	14. Proposal Validity	(j) If the Bidder fails to provide a replacement Key Expert with equal or better qualifications, or if the reasons provided for the replacement of a Key Expert are unacceptable to the Client, such Proposal will be rejected by the Client.	(j) If the Bidder fails to provide a replacement Key Expert with equal or better qualifications, such Proposal will be rejected by the Client.
5.	19(a)	An EMD of INR 50,00,000 (Indian Rupees Fifty Lakhs) in the form of a demand draft or bank guarantee from any Scheduled Commercial bank in India and drawn in favour of "Director to Govt.,	An EMD of INR 10,00,000 (Indian Rupees Ten Lakhs) in the form of a demand draft or bank guarantee from any Scheduled Commercial bank in India and drawn in favour of "Director to Govt., Sports & YS Department"

		Sports & YS Department” and payable at Bhubaneswar, must be submitted along with the Proposal.	and payable at Bhubaneswar, must be submitted along with the Proposal.
6.	6.6 (g)	encourage the creation of additional revenue opportunities from the Centre. These could include, inter alia, naming rights, branding and advertising opportunities, event hosting opportunities, corporate events and the right to charge athletes, thirdparty individuals and organizations a fee to utilize the facilities (training, sports science & medicine etc) at the Centre;	deleted
7.	6.6 (a)	Provide, at no cost to the Agency, the required infrastructure, equipment and any other fixed assets that may be required for successful functioning of the HPP to the extent that the same costs do not form part of the budget presented by the Agency;	Provide, at no cost to the Agency, the required infrastructure and any other fixed assets that may be required for successful functioning of the HPP to the extent that the same costs do not form part of the budget presented by the Agency;
8.	27 (iii) (c) Technical Proposals (2)	Track record of producing Olympic medalists by the Bidder or its Affiliate <ul style="list-style-type: none"> ● 1 - 4 Olympic medalist in track and field events – 5 marks ● 5 or more Olympic medalists in track and field events - 	Track record of running in schools/institutions sports education programs to train young athletes <ul style="list-style-type: none"> ● less than 5 years – 5 marks ● more than 5 years up to 10 years – 10 marks ● more than 10 years – 15 marks
9.	6.4 Deployment of Team	‘As per RFP’	The revised section is provided below as Annexure 1

Annexure – 1

6.4 Deployment of Team

The Agency will be required to deploy the team members as per below requirements. The Agency may propose additional manpower / support staff / experts in line with the requirements of the programme as mentioned in this Terms of Reference and the RFP. Such additions should also reflect in the technical and financial proposal submitted by the bidder. The list of team below is indicative and the client reserves the right for actual deployment of team members.

The requirement of team for the high performance programme for athletics at Kalinga Stadium shall conform to following: -

Personnel	Educational Qualifications	Professional Qualifications	Core Competencies / Job Role
Expert Pool – Sports Excellence and Support Areas			
Program Director	<p>Shall hold at least a Bachelor's Degree</p> <p>Post-graduation in Sports Management, Sports Science or Sports Medicine will be preferred</p>	<p>Shall have at least 5 years prior experience of running a High Performance Program; or</p> <p>Shall have at least 5 years prior experience in running a sports science and medicine department</p> <p>Shall have experience of working with at least 10 international level athletes</p> <p>Shall demonstrate a keen understanding of High Performance Management including prior experience in</p>	<ul style="list-style-type: none"> ● Overall supervision of the HPP ● Responsible for procuring inputs from all departments to create the overall program for the HPP ● Responsible for coordinating between all departments to ensure athlete improvement on an ongoing basis ● Shall have excellent project management and people management skills with a proven track record of setting up a new project / department and delivering results from the same ● Shall have significant knowledge of sports science and medicine to ensure athletes receive world class support, in addition to considerable knowledge of sports performance to ensure athletes receive world class coaching

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		management of at least 5 Olympic level athletes	<ul style="list-style-type: none"> ● Shall have significant networks with international and national coaches
Assistant Program Director	Shall hold at least a Bachelor's Degree	<ul style="list-style-type: none"> ● Shall have 2 years prior experience as part of a High Performance Program; or ● Shall have 3 years prior experience as part of a sports science and medicine department at a hospital of repute ● Shall have experience of working with at least 5 international level athletes. 	<ul style="list-style-type: none"> ● Assist the Program Director in fulfilling their responsibilities ● Visit the HPP in Bhubaneswar as often as necessary to ensure the HPP is rendering services to a high standard ● Primary responsibility for documenting the performance of the HPP, including periodically reporting to the Client in relation to the improvement in each athlete and results from the HPP. ● Shall have excellent communication skills and verbal and written presentation skills
Relationship Manager	Shall hold at least a Bachelor's Degree	Shall have at least 2 years previous experience as a relationship manager as a mid-level manager in any organization, with preference to persons from a sport background and with higher	<ul style="list-style-type: none"> ● Assist the Program Director in managing the relationships with Client, Coaches, Support Staff, Athletes and their family members in the case of the junior athletes. ● Visit the HPP in Bhubaneswar as

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		<p>experience</p> <p>Shall have previous experience working with athletes and coaches in a high performance program with 5 athletes of international level and 1 Olympic level athlete.</p>	<p>often as necessary to ensure the HPP is rendering services to a high standard</p> <ul style="list-style-type: none"> ● Shall have excellent communication skills and verbal and written presentation skills
Data Analyst	Shall hold at least a Bachelor's Degree	<p>Shall have atleast 2 years previous experience in sports analytics with preference to persons with experience in track and field athletics.</p> <p>Preference to persons having experience of working with international level athletes.</p>	<ul style="list-style-type: none"> ● Shall create frameworks for recording data and educate the coaching staff at Bhubaneswar on the data to be collected, the times at which it is to be collected and the manner of collection ● Work with the Program Director to identify the equipment and software required for data gathering and analysis and lead procurement for the same ● Analyze all performance data of each athlete and produce actionable intelligence for the coaching staff at Bhubaneswar to improve performance ● Benchmark athlete performance against available data points to measure areas of strength and weakness and provide feedback to coaching staff ● Ensure any unexpected patterns or

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			swings are quickly identified and reported to academy staff for expedient action
Assistant Data Analyst	Shall hold at least a Bachelor's Degree	Shall have previous experience in sports analytics.	<ul style="list-style-type: none"> ● Support the data analyst with respect to each of his responsibilities. ● Work with the Lead Analyst to produce research papers from the data made available from athletes at the HPP ● Periodically visit the centre to monitor the status of the equipment, introduce new equipment, retrain the staff and make any modifications or improvements that may be required.
Marketing	<p>Shall hold atleast a Bachelor's Degree</p> <p>Post-graduation in Marketing will be preferred</p>	<ul style="list-style-type: none"> ● Shall have at least 5 years of experience in marketing sports events or sports programs ● Shall demonstrate a keen understanding of digital marketing ● Shall have prior experience in conceptualizing, planning and implementing a marketing strategy. 	<ul style="list-style-type: none"> ● Work closely with the Program Director to create a marketing plan that ensures that awareness of the HPP reaches as many athletes, coaches and scouts as possible across India ● Design and implement the marketing plan and report periodically to the Program Director on agreed metrics ● Work closely with the Relationship Manager and the PR Manager to ensure that the HPP's

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			<p>achievements are constantly highlighted in marketing</p> <ul style="list-style-type: none"> • Create a positive and aspirational image for the HPP so as to encourage applications from across the country
PR	<p>Shall hold atleast a Bachelor's Degree</p> <p>Post-graduation in Public Relations will be preferred</p>	<ul style="list-style-type: none"> • Shall have at least 5 years of experience in managing public relations for sports events or sports programs of a size and scale similar to the HPP • Shall demonstrate an extensive network of contacts in the media, especially national media • Shall have prior experience in conceptualizing, planning and implementing a public relations strategy and a proven track record for delivering visibility for events/programs managed previously 	<ul style="list-style-type: none"> • Work closely with the Program Director to create a marketing plan that ensures that awareness of the HPP reaches as many athletes, coaches and scouts as possible across India • Design and implement the marketing plan and report periodically to the Program Director on agreed metrics • Work closely with the Relationship Manager and the PR Manager to ensure that the HPP's achievements are constantly highlighted in marketing • Create a positive and aspirational image for the HPP so as to encourage applications from across the country
Legal	Bachelors in Law Degree shall	<ul style="list-style-type: none"> • Shall have at least 7 years of professional work experience as a lawyer, either in 	<ul style="list-style-type: none"> • Draft, negotiate and execute all contracts with athletes on behalf of the HPP

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		litigation or in corporate practice <ul style="list-style-type: none"> ● Experience in employment law and contract law mandatory. ● Experience in sports law will be preferred. 	<ul style="list-style-type: none"> ● Ensure compliance with the Contract between the Client and the Program Partner and report on any deficiencies ● Draft, negotiate and execute all contracts will all staff to be hired / contracted for HPP. ● Draft, negotiate and execute all contracts will all vendors to be hired / contracted for HPP. ● Vet any and all other contracts on behalf of the HPP and provide legal advice and aid as required by the HPP.
Expert Pool - Sports Science and Medicine			
Sports Scientist (Responsible for improving athlete performance through sports science)	Bachelor's degree in sports science; or Bachelor's degree in related subject such as physical education, physiology or psychology followed by post graduate qualification.	<ul style="list-style-type: none"> ● At least 5 years of work experience in the field ● Preferred for at least 3 years of experience with international level athletes ● Track record of improving performance of athletes through the use of sports science. 	<ul style="list-style-type: none"> ● Work closely with Program Support Team and coaching team to develop custom evaluation and training programs for each athlete. ● Assist with psychology, nutrition, etc. and manage sports injury and rehabilitation. ● Primary responsibility for monitoring the team of physiotherapists, massage therapists, sports medicine experts, nutritionist, psychologist, etc. ● Expected to focus on research projects to gather new information and find ways to improve

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			performance of athletes. Will be required to work with the administrative team to publish the research.
Sports Physiotherapist	A physiotherapy degree approved by an accredited entity (such as Health and Care Professions Council);	<ul style="list-style-type: none"> ● 4-5 years' work experience as a physiotherapist; ● A good understanding of sports training methods; ● Experience with at least 3 international level athletes 	<ul style="list-style-type: none"> ● Work with the Program Support Team for treatment and management of sports injuries - from rehabilitation to treatment programs to injury prevention ● Educate, advise and monitor the Program Support team
Sports Psychologist/mental performance Expert	Master's degree in sports psychology or clinical/counselling psychology CC-AASP (Association for Applied Sport Psychology Certified Consultant)	Applied sport psychology experience with international level athletes for at least 5 years with proven success.	<ul style="list-style-type: none"> ● One-on-one meetings with athletes as well as meetings with coaching and local staff to discuss mental performance techniques and training. ● Conduct proper intake, designs/implements individualized mental performance training plans, monitor progress, and refer to other professionals, when necessary. Take detailed notes and observations and maintain detailed records. ● Provide bespoke mental performance training programs according to guidelines provided by coaching staff and in collaboration

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			<p>with the coaches/scientists/nutritionists, etc.</p> <ul style="list-style-type: none"> ● Assist in the development of materials to aid in individual athlete consultations and team mental performance training. ● Be actively involved in ongoing research projects related to sport and performance psychology.
Sports Physician	MD in General Medicine	Experience of working with international level athletes in the past 5 years	<ul style="list-style-type: none"> ● Primary care doctors or orthopedic surgeons ● Focus on promoting fitness and wellness ● Attend to the immediate physical medical needs of the athletes ● Provide the best course of action to return to 100% physical activity in their respective sport
Sports Nutritionist	Bachelor's degree in sports nutrition or related program that covers clinical nutrition and dietetics.	<ul style="list-style-type: none"> ● Require extensive knowledge of the human body and dietary practices. ● At least 3-5 years of work experience with international level athletes. 	<ul style="list-style-type: none"> ● Design bespoke plans for every athlete including use of medications and supplements. ● Work closely with the local nutritionist, coaching team, sport scientists, strength & conditioning coach and head/assistant coaches to come up with an optimal diet tailor-made for individual athletes. ● Monitor athletes to ensure they keep on track and attain goals. ● Monitor the delivery of the food by

Personnel	Educational Qualifications	Professional Qualifications	Core Competencies / Job Role
			<p>the chefs.</p> <ul style="list-style-type: none"> ● Conduct body composition testing, medical nutrition therapy and metabolic rate testing.
Strength & Conditioning Coach	<p>Master's degree will be a plus.</p> <p>Certified by accredited entity (such as Certified Strength & Conditioning Specialist)</p>	<p>At least 5 years' experience in the field having worked with at least 3 international level athletes</p>	<ul style="list-style-type: none"> ● Expected to improve athletic performance (speed, strength, power and endurance) and reduce athletic injuries. ● Design regimens to strengthen body parts that are prone to injury in a particular discipline. ● Supervising and motivating local team and athletes as they work out, and assessing their performance before and after the program. ● Expected to work with athletes in the off-season.
At Academy			
Operations Director	<p>Educated to degree level or equivalent;</p>	<p>At least 5 years of in a management position within the sports and leisure Industry with line management experience</p>	<ul style="list-style-type: none"> ● Thorough understanding of the operation of a sports and fitness center, including health and safety rules and regulations. ● Understanding of financial management including income and expenditure, till operations and

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			P&L accounts. <ul style="list-style-type: none"> ● Ability to demonstrate quality leadership and management skills and ability to understand and deliver client needs. Strong influencing skills, able to work unsupervised for extended periods. ● Excellent verbal and written communication skills. Basic IT Skills.
Athlete Manager	Atleast a Bachelor's degree; Master's degree for advancement	At least 3 years of experience in sports management	<ul style="list-style-type: none"> ● Demonstrated understanding of the sports industry. ● Demonstrated ability to handle athlete requests and to build relations with athletes and federations. ● Ability to liaise with multiple stakeholders to ensure athlete's needs are taken care of ● Demonstrated experience in talent identification through scouts, creation of tournaments etc. preferred.
Scout	No specific educational qualifications required.	Has represented the State senior team in athletics. Strong knowledge of athletics necessary.	<ul style="list-style-type: none"> ● Ability to assess potential of an athlete with high proficiency. ● Should be able to establish a network of athletes, coaches and federations to identify talent.

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		<p>Previous experience as a scout is preferred.</p> <p>Demonstrated dedication and resourcefulness to growing athletics is preferred.</p> <p>Shall be detail-oriented and be able to communicate clearly.</p>	<ul style="list-style-type: none"> ● Ability to maintain long hours and travel for a majority of each month. ● Capacity to liaise with athletes and parents to recruit athletes and explain progress. ● Strong documentation skills – ability to keep detailed records of all athletes under observation
<p>Skills & Education Manager</p>	<p>Bachelor’s degree and teaching certificate. Studies in education, curriculum development, instructional design</p> <p>Demonstrated track record of publishing papers in related field will be positively considered.</p>	<ul style="list-style-type: none"> ● Track record of conducting training programs for athletics/ sports science/sports medicine. ● Shall have designed and implemented education programs. 	<ul style="list-style-type: none"> ● Oversee curriculum development and management of education plans and programs. ● Works closely with the coaching, sports science and sports medicine teams to develop and implement programs to increase skills and knowledge of athletes and staff. ● Ability to integrate information technology into learning programs to enhance the audience’s learning experience would be positively considered. ● Track record of strong project management skills and timely delivery. ● Demonstrated ability to keep material fresh, innovative and in

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			<p>tune with the labour market.</p> <ul style="list-style-type: none"> ● Competent in financial and budget management.
International sprint coach	Bachelor's degree preferred; Master's degree optional	<ul style="list-style-type: none"> ● Shall have IAAF Qualification Level 3 or equivalent; ● Minimum 5 years of experience in coaching athletics at an international level (especially sprinting/middle distance) ● Adequate knowledge of Sports Science and Medicine 	<ul style="list-style-type: none"> ● Ability to design bespoke programs and provide expert training for athletes ● Regularly assessing skills development and health & fitness of athletes and ensuring peak performance and fitness. ● Assisting in mental preparation for competitions. ● Ability to work closely with Skills and Education Manager to design training programs and with the Sports Science and Medicine teams to improve athlete fitness. ● Expected to oversee development of athletics in Odisha, including designing a grassroots to elite structure and monitoring the network of scouts and assistant coaches.
Local Sprint coach	Bachelor's degree preferred	<ul style="list-style-type: none"> ● Shall have IAFF Qualification level 1; ● Atleast 5 years of experience in coaching athletics (especially sprint) ● Adequate knowledge of 	<ul style="list-style-type: none"> ● Work with and support the international sprint coach as required, including accompanying athletes to camps and competitions as decided by the lead coach. ● Member of core team to design

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		Sports Science and Medicine <ul style="list-style-type: none"> ● Shall speak English. Working knowledge of Odiya would be considered favourably. 	and implement effective training plans, monitor scouting and design and conduct education programs. <ul style="list-style-type: none"> ● Assists with language barrier between athletes and international coach.
Local Middle Distance Coach	Bachelor's degree preferred	<ul style="list-style-type: none"> ● Shall have IAFF Qualification level 1; ● Atleast 5 years of experience in coaching athletics (especially middle distance) ● Adequate knowledge of Sports Science and Medicine ● Shall speak English. Working knowledge of Odiya would be considered favourably. 	<ul style="list-style-type: none"> ● Competencies required similar to local sprint coach. ● Shall be able to work with international coach, execute training plans as instructed as well as help design and implement curriculums for athletes to reach optimal performance consistently and especially during competitions. ● Will be required to accompany athletes to camps and competitions as decided by the head coach.
Local Assistant Sprint Coach & Middle distance coach	Bachelor's Degree preferred	<ul style="list-style-type: none"> ● Shall have IAFF Qualification level 1; ● Shall have at least 3 years' experience in coaching athletics (especially middle distance) ● Shall speak English. Working knowledge of Odiya would be considered favourably. ● Experience in Odisha will be a plus. 	<ul style="list-style-type: none"> ● Assist head coach in instructing athletes in the rules, regulations, equipment, and techniques of the sport. ● Organize and direct individuals and small group practice activities/exercises as directed by the head coach. ● Assess athletes' skills, monitor athletes during competition and practice, and keep the head coach informed of the athletic

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			<p>performance of students.</p> <ul style="list-style-type: none"> ● Primary responsibility for maintaining condition of equipment. ● Performs other related duties assigned by head coach or other administrators.
<p>Lead Sports Scientist</p> <p>(Responsible for improving athlete performance through sports science)</p>	<p>Bachelor's degree in sports science; or</p> <p>Bachelor's degree in related subject such as physical education, physiology or psychology followed by post graduate qualification.</p> <p>International qualification is mandatory.</p>	<ul style="list-style-type: none"> ● At least 5 years of work experience in the field ● Preferred with atleast 3 years of international experience ● Track record of improving performance of athletes through the use of sports science. 	<ul style="list-style-type: none"> ● Strong analytical skills, attention to detail and decision making ability. ● Required to work with coaches to help athletes reach optimum fitness and performance. ● Work closely with coaching team to develop custom evaluation and training programs for each athlete. ● Assist with psychology, nutrition, etc. and manage sports injury and rehabilitation. ● Primary responsibility for monitoring the team of physiotherapists, massage therapists, sports medicine experts, nutritionist, psychologist, etc. ● Expected to focus on research projects to gather new information and find ways to improve performance of athletes. Will be required to work with the administrative team to publish the research.

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Assistant Sports Scientist	<p>Bachelor's degree in sports science; or</p> <p>Bachelor's degree in related subject such as physical education, physiology or psychology followed by post graduate qualification.</p>	At least 3 years' experience having worked with at least 3 international athletes.	<ul style="list-style-type: none"> ● Assist the lead sports scientist in development and implementation of the sports science program, especially monitoring and assessment of athletes' physical development ● Assist in the continual development of scientifically underpinned protocols for all aspects of sport science. ● Assist in developing appropriate research projects and support publication of research papers. ● Work closely with all other departments of the HPP ● Monitor collection and management of data, and production of reports for the science and medical team, coaches, players etc.
Lead Physiotherapist	<p>A physiotherapy degree approved by an accredited entity (such as Health and Care Professions Council);</p> <p>Professional registration as a chartered physiotherapist</p>	<ul style="list-style-type: none"> ● 4-5 years' work experience as a physiotherapist; ● A good understanding of sports training methods; ● Experience with at least 3 Asian/CWG/Olympic athletes 	<ul style="list-style-type: none"> ● Experience in the treatment and management of sports injuries - shall be well versed with all aspects of physiotherapy, from rehabilitation to treatment programs to injury prevention including skills such as manipulation, massage and electrotherapy

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			<ul style="list-style-type: none"> ● Excellent communication skills and ability to educate, advise and motivate people; ● Track record of good organizational and administration skills.
Assistant Physiotherapist	<p>Physiotherapy degree approved by an accredited entity (such as HCPC);</p> <p>Professional registration as a chartered physiotherapist;</p> <p>Relevant master's degree is preferred but not required</p>	<ul style="list-style-type: none"> ● 2-3 years' work experience as a physiotherapist; ● Demonstrated understand of sports training methods; ● Experience with national level athletes. 	<ul style="list-style-type: none"> ● Assess athlete readiness and advise on exercises prior to a sporting event. ● Test joints for ease and range of movement. Strap, tape and massage joints to prepare athletes physically and mentally. ● Provide emergency aid in a sport and exercise environment. ● Examine and assess injuries and determine whether the athlete or participant can continue playing. ● Treat injuries, alleviate pain and mobilize injuries. ● Rehabilitate injuries by using manual therapy techniques, apparatus and electrotherapy. ● Design and monitor rehabilitation programs appropriate to the injury and sport level. ● Work with coaches, trainers and fitness advisers to implement programs that maintain an athlete's peak performance. ● Liaise with other health

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			professionals in the sports sector and in mainstream medicine.
Strength & Conditioning Coach	<p>Bachelor's degree;</p> <p>Master's degree will be a plus.</p> <p>Certified by accredited entity (such as Certified Strength & Conditioning Specialist)</p>	At least 5 years' experience in the field having worked with at least 3 international level athletes	<ul style="list-style-type: none"> ● Expected to improve athletic performance (speed, strength, power and endurance) and reduce athletic injuries. ● Design regimens to strengthen body parts that are prone to injury in a particular discipline. ● Supervising and motivating athletes as they work out, and assessing their performance before and after the program. ● Expected to work with athletes in the off-season.
Sports Nutritionist	Bachelor's degree in sports nutrition or related program that covers clinical nutrition and dietetics.	<ul style="list-style-type: none"> ● Require extensive knowledge of the human body and dietary practices. ● At least 3-5 years of work experience with international level athletes. 	<ul style="list-style-type: none"> ● Design bespoke plans for every athlete including use of medications and supplements. ● Work closely with the coaching team, sport scientists, strength & conditioning coach and head/assistant coaches to come up with an optimal diet tailor-made for individual athletes. ● Monitor athletes to ensure they keep on track and attain goals. ● Monitor the delivery of the food by the chefs. ● Conduct body composition testing,

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			<p>medical nutrition therapy and metabolic rate testing.</p>
<p>Sports Psychologist/ mental performance coach</p>	<p>Master's degree in sports psychology or clinical/counselling psychology</p>	<p>Applied sport psychology experience with athletes for at least 5 years with proven success.</p>	<ul style="list-style-type: none"> ● One-on-one meetings with athletes as well as meetings with coaching staff to discuss mental performance techniques and training. ● Conduct proper intake, designs/implements individualized mental performance training plans, monitor progress, and refer to other professionals, when necessary. Take detailed notes and observations and maintain detailed records. ● Provide bespoke mental performance training programs according to guidelines provided by coaching staff and in collaboration with the coaches/scientists/nutritionists, etc. ● Assist in the development of materials to aid in individual athlete consultations and team mental performance training. ● Be actively involved in ongoing research projects related to sport and performance psychology.

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Lead Masseur	Bachelor's degree	<ul style="list-style-type: none"> ● 4-5 years of experience with international level athletes ● 1000 hours or more of study and experience ● Certificate of registration and medical fitness certificate issued by govt. of India required. 	<ul style="list-style-type: none"> ● Be able to diagnose painful or tense areas of the body. ● Should be well versed in various types of massages with ability to manipulate muscles or other soft tissues of the body. ● Provide clients with guidance on stretching, strengthening, overall relaxation, and how to improve their posture. ● Document athlete's condition and progress. ● Collaborate with core team members (psychologist, nutritionist, coaches etc) to improve athlete's performance. ● Suggest personalized treatment plans for athletes. ● Offers athletes information about additional relaxation techniques to practice between sessions.
Assistant Masseur	Bachelor's degree.	<ul style="list-style-type: none"> ● 2-3 years' experience, preferably with athletes ● 500 hours of study and experience. 	<ul style="list-style-type: none"> ● Assist lead physiotherapist with ideation, organization and implementation of treatment plans. ● Help manage the fitness and health of athletes ● Work closely with core team to understand each athlete's needs to provide meaningful treatment resulting in improved performance.

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Executive Chef	Relevant Education and Experience	<p>Proven working experience as head chef</p> <p>Excellent record of kitchen management</p> <p>Experience of working with athletes and understanding of athlete requirements is preferred</p>	<ul style="list-style-type: none"> ● Plan and direct food preparation and culinary activities in consultation with nutritionist. ● Create menus to meet the standards of the nutritionist, coaches etc. ● Estimate food requirements and food/labor costs and arrange for equipment purchases and repairs. ● Recruit and manage kitchen staff and supervise kitchen staff's activities, including time and payroll records. ● Perform administrative duties, comply with nutrition & sanitation regulations and safety standards. ● Educate athletes and coaches on nutrition and train athletes to prepare their own food. ● Accompany athletes to competitions as required.
Sous Chef	Bachelor's degree in culinary science or related certificate	<ul style="list-style-type: none"> ● 2+ years of experience working as a sous chef ● Demonstrated understanding of various cooking methods ● Familiarity with industry's 	<ul style="list-style-type: none"> ● Work with the executive chef to produce diversified menus in accordance with the nutritionist, coaches etc. Create new recipes which appeal to athletes. ● Produce high quality dishes that follow up the established menu and level up to the center's standards.

Personnel	Educational Qualifications	Professional Qualifications	Core Competencies / Job Role
		<p>best practices</p> <ul style="list-style-type: none"> ● Experience of working in sports with athletes/teams is mandatory 	<ul style="list-style-type: none"> ● Establish a working schedule and organize the work in the kitchen ● Train auxiliary kitchen staff to provide best results in minimum time and using maximum available resources. ● Maintain order and discipline in the kitchen during working hours.
Ladies & Men's Warden	No particular education required	3-4 years' experience in hospitality / facility management is preferred.	<ul style="list-style-type: none"> ● Control the overall hostel administration & reporting to top management. ● Ensure health and safety of athletes at all times. ● Ensure discipline among athletes. ● Coordinate with chefs to ensure food and beverages are available at appropriate times. ● Keep parents apprised of their ward's performance and emotional well-being. ● Ensure rooms and bathrooms are cleaned regularly and are well maintained. ● Ensure water and electricity problems are dealt with in a timely manner. ● Escalate any issues with athletes to operations head.

Personnel	Educational Qualifications	Professional Qualifications	Core Competencies / Job Role
Assistant ladies & Men's Warden	No particular education required	NA	<ul style="list-style-type: none"> • Assist Lead Warden with any of the aforementioned roles and responsibilities. • Assist in health and safety of the athletes at all times.

Sd/-
Director,
Sports & YS