

PARALYMPIC COMMITTEE OF INDIA

NOTICE INVITING APPLICATIONS FROM ELIGIBLE CANDIDATES FOR APPOINTMENT IN VARIOUS GRADES OF COACHING CADRE ON A CONTRACTUAL BASIS FOR PARA SHOOTING SPORTS

The Paralympic Committee of India (the "PCI") is the apex governing body dedicated to the development and promotion of Para Sports in the country. It is recognised by and affiliated to the International Paralympic Committee (the "IPC") and recognised by the Ministry of Youth Affairs and Sports, Government of India.

The PCI invites applications from eligible, qualified and motivated Indian citizens for engagement as High-Performance Coach, Head Coach and Assistant Coach, on contract, for an initial period of one (1) year, subject to the conditions set hereinbelow.

The current vacancies shall be filled solely on a contract basis and shall not confer any right or obligation akin to that of an employer and employee.

The details of the posts are as follows:

1. DISCIPLINE WISE VACANCIES

S. No.	Name of Discipline	High Performance Coach	nance Coach Coach	
1	Para Shooting	01	Rifle - 01	Rifle - 01
'			Pistol – 01	Pistol–01
	Total	01	02	02

Note: The number of vacancies is indicative. The actual number may vary depending on the functional requirement. The number of discipline-wise vacancies will be filled as per the PCI's then-current requirement.

SUBMISSION OF APPLICATION:

- 1.1. The application form is available on the PCI website at https://www.paralympicindia.com/latest-updates/ as well as https://www.paralympicindia.com/latest-updates/ as well as https://www.paralympicindia.com/latest-updates/ as well as
 - 1.1.1. Opening date for submission of applications: March 19th 2025 from 11:55 PM
 - 1.1.2. Closing date for submission of applications: April 3rd 2025 till 11:55 PM

2. WHO CAN APPLY?

- 2.1. Interest candidates, who are Indian citizens, who meet the eligibility criteria mentioned as hereinbelow may apply.
- 2.2. Such eligible candidates can apply by duly filling out the application form and submitting the same to the PCI at (ceo@paralympicindia.com & npcdelhioffice@gmail.com) with the subject line "Application for the post of

(Post Name) – **2025**". Each application must be accompanied by copies of the relevant documents as mentioned hereinbelow along with at least two (2) Letters of Recommendation from their respective past employers or players who've been coached by such applicant.

- 2.3. The last date for submission of applications is April 3rd 2025 till 11:55 PM, whereafter no applications will be accepted or considered. The duly filled applications can be submitted at PCI Delhi Office, Jaisalmer House 26 Mansingh Road New Delhi 110011.
- 2.4. PCI shall not be held responsible for any delay in the submission of the application forms due to any reason. No offline applications shall be entertained by PCI.

3. NATURE OF DUTIES

Job Description
Needs to work closely with coaches, sports scientists and athletes in performance
monitoring, tracking data and detailed analytical information collection.
 Continuously monitor new developments and enhancement of knowledge of coaches and the members of the high-performance team.
 Observe planning and periodization plan by coaches.
 Provision of comprehensive sports science support to all athletes.
 Supporting the team including athletes and coaches during the protocol assessment and testing for various competitions and tournaments.
 Contribution in applied research for shooting. Any other duties assigned by the (PCI/SAI).

 scores and other relevant data. Assessment of the athlete programs and maintaining the report document for all the athletes training under the coach. Submitting a report on the competitions attended by the coach. Support a process of coach development for all those staff coaching Shooting. Approve and oversee the delivery, planning and preparation for regular training sessions and meets/ fixtures. Keeping updated on new coaching techniques. The coach should be committed to their own professional development and actively seek out opportunities to learn and practice new coaching techniques and programmes. Day-to-day administration of Shooting
related matters.
 Any other duties assigned by the (PCI/SAI).
Any other duties assigned by the (FCI/SAI).

Position	Job Description
Position Assistant Coach PARA COIN	 Follow and apply all shooting safety rules and teach athletes about them. Provide a safe yet challenging environment for the growth of athletes and the other coaching staff. Develop life skills such as resilience, communication, teamwork, social leadership and employability skills.
	 Manage and communicate with athletes. Under the guidance of the Head Coach, implement the comprehensive coaching program tailored to the skill and disability levels and goals of the athletes. Prepare the plans regarding the training sessions and meets/ fixtures and present for the approval of the Head Coach. Implement the plans, as per the directions of the Head Coach. Prepare all other reports and analysis as required by the Head Coach. Assist the Head Coach in the day-to-day administration of shooting related matters. Any other duties assigned by the (PCI/SAI).

4. **ELIGIBILITY**

4.1. Qualification Criteria

4.1.1. ASSISTANT COACH

S. NO.	ELIGIBILITY
	Diploma or equivalent in Coaching from NSNIS, or from any other recognized Indian/Foreign University/ ISSF/National Association, OR
2.	Olympics/ Paralympics / International participation (As defined by PCI), OR

3.	Awardee (Para S	ports Categ	iorv)
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4.1.2. COACH

S	S. NO.	ELIGIBILITY
	1.	Diploma or course in Coaching from NSNIS, or from any other recognized Indian/Foreign University / ISSF/National Rifle Association OR
	2.	Medal winner in Olympics/Paralympics/World Championship or Paralympic Participation, OR
Coached Olympics/ Paralympics / Internation (As defined by PCI), OR		Coached Olympics/ Paralympics / International para shooters (As defined by PCI), OR
	4.	Dronacharya Awardee (Para Sports Category)

4.1.3. HIGH-PERFORMANCE COACH

S. NO.	ELIGIBILITY
1.	Diploma or course in Coaching from PCI, NSNIS, or from any
	other recognized Indian/Foreign University/ ISSF/National Rifle Association OR
2.	Medal winner in Olympics/Paralympics/World Championship or
	Twice Olympics Participation, OR
3.	Coached Olympics/ Paralympics / International para shooters (As defined by PCI), OR
4. Dronacharya Awardee (Para Sports Category)	

4.2. Required experience criteria

4.2.1. ASSISTANT COACH:

- 4.2.1.1. Five (5) years of coaching experience in relevant sports for Diploma Holders or course in Coaching from NSNIS, Patiala or from any other recognized Indian / Foreign university/ ISSF/National Rifle Association OR
- 4.2.1.2. Two (2) years of coaching experience in Para Shooting at the National/International level **OR**
- 4.2.1.3. One (1) year of coaching experience in relevant sports for candidates who are National Awardees in Para Category.

4.2.2. COACH:

- 4.2.2.1. Ten (10) years of coaching experience in relevant sports for Diploma Holders or course in Coaching from NSNIS, Patiala or from any other recognized Indian / Foreign university/ ISSF/National Rifle Association OR
- 4.2.2.2. Five (5) years of coaching experience in relevant sports for medal winner(s) in Olympic or Paralympic Games **OR**
- 4.2.2.3. Four (4) years of coaching experience in relevant sports for athletes who have participated in Olympic or Paralympic Games and World Shooting Para Sport (WSPS) International events OR
- 4.2.2.4. Two (2) years of coaching experience in relevant sports for candidates who are Dronacharya Awardee in Para Shooting.

4.2.3. HIGH-PERFORMANCE COACH:

4.2.3.1. Fifteen (15) years of coaching experience in relevant sports for Diploma Holders or course in Coaching from PCI NSNIS,

- Patiala or from any other recognized Indian/ Foreign University/ ISSF/National Rifle Association **OR**
- 4.2.3.2. Five (5) years of coaching experience in relevant sports for Medal winner(s) in Olympic or Paralympic Games or participation in two (2) Olympic or Paralympic Games **OR**
- 4.2.3.3. Ten (10) years of coaching experience in relevant sports for candidate participated in Olympics/ Paralympics and World Shooting Para Sport (WSPS) International event **OR**
- 4.2.3.4. Five (5) years of coaching experience in relevant sports for candidates who are Dronacharya Awardee in para shooting.

4.3. Age Criteria

4.3.1. The maximum age, per position, as on the last date of submission of the application is as follows:

I	S. No.	Position	Age				
	1.	High-Performance Coach	60 Years				
	2.	Coach	50 Years				
	3.	Assistant Coach	45 Years				

- 4.3.2. The relaxation in Age limit for SC/ST/OBC/Ex-Serviceman shall be as per DoPT OM No. 15012/2/2010- Estt(D) dated 27.03.2012.
- 4.3.3. Proof of age and community certificates shall be produced in accordance with the following DoPT OMs:
 - 4.3.3.1. **Proof of Age-** OM No. 19017/7/79-Estt(A) dated 30.11.1979.
 - 4.3.3.2. **Community certificates-** SC/ST- OM No. 36012/6/88-Estt (SCT) dated 24.04.1990 and OBC OM No. 36036/2/2013-Estt.Res-I) dated 31.03.2016

5. MANDATORY DOCUMENTS

- 5.1. The following mandatory documents must accompany the application form submitted by each interested and eligible candidate.
- 5.2. Educational documents
 - 5.2.1. A copy of the Coaching Diploma passing Certificate
 - 5.2.2. A copy of the Bachelor's degree and marksheet
 - 5.2.3. A copy of the Master's degree and marksheet, if any
 - 5.2.4. Additional qualification documents, if any

5.3. Other documents

- 5.3.1. Proof of birth Birth Certificate, Aadhar, Driving License, Pan Card, Election Photo Identity Card (EPIC) issued by the Election Commission of India et al.
- 5.3.2. A copy of the Passport
- 5.3.3. Last Pay Drawn document or slip
- 5.3.4. Category certificate OBC/SC/ST/EWS, if any
- 5.3.5. No objection certificate from present employer, if any
- 5.3.6. Supporting document in cases of Ex-Serviceman
- 5.3.7. Disability certificate, if applicable

6. SELECTION PROCEDURE

Selection of Coaches will be done as per the Marking Scheme attached as Annexure-1

7. TERMS AND CONDITIONS

7.1. Term and Tenure

- 7.1.1. **Assistant Coach:** The initial contract for Assistant Coaches shall be for a period of one (1) year, extendable in a cycle of one (1) year subject to a maximum extension of four (4) years or till the age of 65 years, whichever is earlier, on the basis of performance and/or requirement of PCI.
- 7.1.2. Coach, High-Performance Coach: The initial contract shall be for a for period of one (1) year, extendable in a cycle of four (4) years subject to a maximum extension of four (4) years or till the age of 65 years, whichever is earlier, on the basis of performance and/or requirement of PCI.

7.2. Termination

- 7.2.1. The contract(s) may be terminated by giving a thirty (30) days' prior notice period by either party i.e., PCI or the professional (the "Notice Period").
- 7.2.2. In cases of extreme impropriety including but not limited to moral turpitude, breach of contractual obligations, misconduct et al, the contract(s) may be terminated by PCI with immediate effect without the Notice Period and without assigning of any reason(s).
- 7.2.3. The other terms & conditions necessary for the appointments in PCI will be provided in the detailed agreement that shall be signed by the selected candidate at the time of appointment.

7.3. Tax Deduction at Source

7.3.1. The Income Tax Act or any other tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment, for which PCI will issue TDS/Service Tax Certificate, as applicable.

7.4. Other Allowances

7.4.1. 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 & LTC, etc., will be admissible.

7.4.2. Subject to the 7.4.1. hereinabove, transportation, and medical insurance, as required during competitions and/or other events may be provided to the Coach, Asst. Coach and/or High-Performance Coach, as per the prevailing policies and regulations.

7.5. Extension

7.5.1. Performance of the selected candidates would be continuously reviewed, and their extension shall be considered on the basis of periodic review/ requirement.

7.6. Leave

- 7.6.1. Each selected candidate will be entitled to leave at the rate of 2.5 days of each completed month, on a pro-rata basis, with no accumulation of leave beyond a calendar year.
- 7.6.2. Un-availed leave in a calendar year will lapse and will not be carried forward to the next calendar year.
- 7.6.3. Any leave beyond the stipulated thirty (30) days in a year, shall be deemed leave without pay. However, in exceptional cases including but not limited to professional development, training etc. this condition may be relaxed by PCI.
- 7.6.4. Female coaches shall be eligible for maternity leave as per the Maternity Benefit Act, 1961 including its amendments as applicable.

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7.7. TA/DA

7.7.1. To undertake domestic tours subject to the approval of Competent Authority, TA/DA may be provided as per the prevailing policies relating to TA/DA of PCI.

7.8. INSTRUCTIONS ON RESERVATIONS

7.8.1. Reservations will be made for candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes, and the Economically Weaker Sections in respect of all vacancies as may be fixed by PCI.

7.8.2. Eligibility for Availing Reservation:

- 7.8.2.1. A candidate will be eligible to get the benefit of community reservation only in case the particular caste to which the candidate belongs is included in the list of reserved communities issued by the Central Government.
- 7.8.2.2. Any OBC candidate(s) must produce their OBC (Non-Creamy Layer) certificate based on the income for the last three (3) financial years along with the application form and other mandatory documents as per this advertisement.
- 7.8.2.3. A candidate will be eligible to get the benefit of the Economically Weaker Section reservation only in case the candidate meets the criteria issued by the Central Government and submits the requisite Income & Asset Certificate based on income for the last financial year along with the application form and other mandatory documents as per this advertisement.
- 7.8.2.4. Candidates seeking reservation/relaxation benefits available for SC/ST/OBC/EWS must ensure that they are entitled to such reservation/relaxation as per eligibility. They should submit all

the requisite certificates in the prescribed format in support of their claim as stipulated in the Rules/Notice for such benefit along with the application form.

- 7.8.2.5. The closing date fixed for the receipt of the applications of this advertisement will be treated as the date for determining the OBC status (including that of creamy layer) of the candidates.
- 7.8.2.6. Candidates must ensure the community certificates that are to be produced for availing SC/ST/OBC/EWS reservation are as per standard format and proforma issued from time to time.
- 7.8.2.7. In case candidate(s) produce false, duplicate or forged caste certificate(s), he/she shall be liable to be dismissed from the position without any notice or assigning of any reason. The PCI further reserves the right to process such falsification and/or forgery in accordance with the applicable laws at the time being in force.

7.9. POSTING

7.9.1. Selected candidates shall be primarily posted at New Delhi or anywhere in any of the PCI/SAI Centre's across India requiring them to travel within and outside of India, as per the requirements.

and the posting so made will be of purely in public interest or arising out of administrative exigencies.

7.10. FINALITY OF DECISIONS

7.10.1. Decision(s) of PCI in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained by PCI in this regard.

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7.11. DISPUTES

7.11.1. In case of any dispute arising out of or in connection with this advertisement, the courts in Delhi shall have exclusive jurisdiction.

8. AMENDMENT AND WITHDRAWAL

- 8.1. PCI reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- 8.2. PCI reserves the right to modify or alter or restrict or enlarge or cancel the recruitment process, if a need arises without issuing any further notice or assigning any reason thereafter.
- 8.3. The decision of the PCI, in this regard, shall be final, binding and not appealable.
- 8.4. PCI reserves the right to withdraw this advertisement at any time without assigning any reason.

Annexure-I

Marking Criteria for Recruitment of Coaches

Part	Part - I Achievement, Experience, Educational qualification (70 Marks)						
SI. No.	Parameters	Maximum Marks	Criteria for giving marks 1. For S.No 1.(A) to 1(E) – Marks to be given for highest category only. 2. World Championship/Asian Championship – Frequency once in 4/2/1 year. 3. World Cup/ Asia Cup - Frequency more than once a year.	Marks allocated	Marks obtained		
			Medal Won by Athlete Trained by Coach at Olympic Games/Paralympic Games or World Championship or Asian Games/Asian Para Games or Twice Olympic Participation or Twice Paralympic Games Participation / Dronacharya Awardee	30			
1(A)	Achievement as a Coach	30	Medal Won by Athlete Trained by Coach at Commonwealth Games or Asian Championship or Participation in Olympic Games/Paralympic Games/ World Championship/Asian Games	24			
			Medal Won by Athlete Trained by Coach at World Cup or Participation in Commonwealth Games/Asian Championship/Para	20			
			Medal Won by Athlete Trained by Coach at Asia Cup or Participation in World Cup	16			
			Participation in Asia Cup	12			
	Coaching Experience in Para Shooting		10 years and above	10			
1(D)		10	6-9 years	8			
1(B)		ıra 10	3-5 Years	6			
			1-2 years	4			
			Medal at Asian Games or Participation in Olympic Games/World Championship / Rajiv Gandhi Khel Ratna Awardee	20			
	Achievement as player	1 20	Medal at Commonwealth Games or Asian Championship or Arjuna Awardee	18			
1(C)			Medal at World Cup or Participation in Commonwealth Games/Asian Championship	16			
			Medal at Asia Cup or Participation in World Cup	10			
			Participation in Asia Cup	8			

SI. No.	Parameters	Maximum Marks	Criteria for giving marks	Marks allocated	Marks obtained
	Education Qualification	5	Ph. D	5	
1(D)			Any degree/diploma after two years of Post Graduation	4	
, ,			Post Graduation (Any degree/diploma with minimum duration of two years after three years of graduation/BE/B.Tech/MBBS etc.)	3	
	Coaching Certification		Highest Level of Certification recognised by International body	5	
1(E)			Second Highest Level of Certification recognised by International body	4	
. ,				3	
			Total	70	

Part	Part – II Interview (30 Marks)				
SI. No.	Parameters	Maximum Marks	Marks obtained		
2(A)	Coaching Aptitude & Knowledge (including Rules & Regulation of the Game, knowledge about High Performance Environment, and knowledge about basic Sports Science)	13			
2(B)	Management and Administrative Skills	5			
2(C)	Communication Skill	4			
2(D)	General Attitude	4			
2(E)	Basic Knowledge of Computer	4			
	Total	30			

Grand Total (Part - I + Part - II)	100	



Application Form - On Contract Base for Para Shooting

(High Performance Coach / Coach / Assistant Coach)

PERSONAL INFORMATION												
ROLE APPLIED FOR						3						
	FIRST			1		1						
NAME (as per passport)	MIDDL	.E										
(ac per passpers)	LAST											
DATE OF BIRTH	D	D		/	M	M	/	Υ		Y	Υ	Υ
PASSPORT NO.		•		•					•			
PASSPORT EXPIRY DATE				/	М	/M	///			ķ	Υ	Υ
MOB. NO.	1.	P	R	I	A	R	Y)			
(with Country Code)	2.	A) I V	/	R	N	A T	E				
EMAIL ID.	1. PRIMARY											
EWIAIL ID.	2.	ALTE	RNATE		R							
	HOUSE NO., STREET, AREA											
PERMANENT	CITY											
ADDRESS	STATE											
	COUNTRY											
	Р	I	N	1	Z		Р		С	0	D	Е
	HOUSE	NO., S	TREET,	AREA								
COMMUNICATION	CITY								A			
ADDRESS	STATE											
	COUN	TRY										
	Р	I	N	1	Z	I	Р		С	0	D	Е

EDUCATION QUALIFICATIONS							
COURSE/DEGREE	DOMAIN	INSTITUTE/UNIVERS	SITY COMPLE		MARKS/% CGPA/G		
EG. Bachelor in Science	Sports Coaching						
EG. M.Sc.	Physiotherapy						
	ADDITIONAL	CERTIFICATIONS (IF A	NY)				
COURSE/CERTIFICATE	DOMAIN	CERTIFYING AGENO	YEAR COMPLE		MARKS/% CGPA/G		
EG. IAAF LEVEL IV	THETICS	IAAF	PIC				
EG. ASCA LEVEL I	S&G /	Australian Strengt					
	OIVI	IVIII					
		B					
		IT EMPLOYER DETAILS mployed by or working f	or an entity)				
ORGANISATION	(10 be lilled offly if e	inployed by or working i	or arremmy)				
DESIGNATION							
DATE OF JOINING	D D	/ M M	/ Y	Υ	Υ	Υ	
REMUNERATION	MONTHLY GROSS		<u> </u>		1		
EMPLOYMENT TYPE	□ FULL TIME	□ ON CO	NTRACT		ONSULTA	ANT	

PREVIOUS EMPLOYMENT HISTORY (To be filled only where employed by or working for an entity)						
ORGANISATION	DESIGNATION	TIME PERIOD	TYPE	REFERENCE		
		FROM	FULL TIME			
1.		M M / Y Y Y		NAME DESIGNATION		
1.		ТО	ON CONTRACT	PH. NO EMAIL		
		M M Y Y Y	CONSULTANT			
		FROM	FULL TIME			
2.		M M / Y Y Y		NAME DESIGNATION		
۷.		ТО	ON CONTRACT	PH. NO EMAIL		
	DAL	MA 1 XXX A	CONSULTANT			
	PAR	FROM	FULL TIME			
3.	CO	R A R Y Y Y Y	0	NAME DESIGNATION		
		ТО	ON CONTRACT	PH. NO EMAIL		
		M M / Y Y Y	CONSULTANT			
		FROM	FULL TIME			
4.		M M / Y Y Y		NAME DESIGNATION		
7.		ТО	ON CONTRACT	PH. NO EMAIL		
		M M / Y Y Y	CONSULTANT			
		FROM	FULL TIME			
5.		M M / Y Y Y Y		NAME DESIGNATION		
5.		ТО	ON CONTRACT	PH. NO EMAIL		
		M M / Y Y Y Y	☐ CONSULTANT			

Please attach additional sheets if there are more details to be mentioned.

MAJOR PLAYERS WORKED WITH						
PLAYER & SPORT	WORKED AS	TIME PERIOD	MAJOR ACHIEVEMENTS OF PLAYER DURING TENURE			
1.	PERSONAL COACH/ SUPPORT STAFF	FROM Y Y Y Y				
1.	CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO Y Y Y				
	PERSONAL COACH	FROM M / Y Y Y Y				
2.	CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO M M / Y Y Y				
2	PERSONAL COACH	FROM M / Y Y Y	C			
3.	CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO Y Y Y Y	F			
4	PERSONAL COACH	FROM Y Y Y				
4.	CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO Y Y Y				
		FROM				
5.	PERSONAL COACH	M M / Y Y Y Y				
	CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO Y Y Y Y Y Y Y Y Y				
	DEBCONAL COACH	FROM				
6.	PERSONAL COACH	M M / Y Y Y	V.			
	CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO				

Please attach additional sheets if there are more details to be mentioned.

AWARDS, CITATION AND RECOGNITION					
DETAILS		YEAR	AWA	ARDING BODY/AGENCY	
1.					
2.		17			
3.					
4.					
5.					
	RESEARCH STU	DIES UNDERTAKEN			
TOPIC	DETAI	LS AND IMPACT		PUBLISHING JOURNAL (if applicable)	
1.	DAL	VNAL			
2.	KAL	T IVIT			
3.	NNAC	AITT			
4.	SIAIIA				
5.					
(the candidate may elaborate o	n why he/she is apply	OF PURPOSE ring for this role and ther capacity)	he nature	of impact he/she intends	

CANDIDATE DECLARATION

I hereby confirm that the details shared above are true. I agree to submit further proof of the details mentioned above, if requested by the TOPS Secretariat.



(Candidate signature and date)

FOR OFFICIAL USE ONLY

DOCUMENTS CHECKLIST (To be verified by National Sports Federation and Sports Authority of India)					
	PROOF OF EDUCATIONAL QUALIFICATIONS, CERTIFICATIONS, AWARDS				
LIST OF DOCUMENTS TO	PROOF OF ALL EMPLOYMENT				
BE SUBMITTED BY THE CANDIDATE	COPY OF PASSPORT				
THE CANDIDATE	2 PASSPORT SIZE PHOTOS				

