



## **POSITION DESCRIPTION**

### **DIRECTOR HIGH PERFORMANCE HOCKEY INDIA**

#### **1. Position**

Director High Performance, Hockey India

#### **2. Term of position:**

The successful applicant will be engaged by Hockey India / Sports Authority of India on a contract covering the period up to the Tokyo Olympic Games 2021 i.e. 30 September 2021. The contract is extendable up to Olympic Games 2024 subject to performance evaluation in the current tenure, and satisfactory completion of a 6-month probation period.

#### **3. Salary package:**

An attractive salary package is available to the deserving candidate, dependent on experience and background

#### **4. Reporting:**

Chief Executive Officer Hockey India and Sports Authority of India

#### **HOCKEY INDIA**

Hockey India (HI) is the National Sports Federation for the sport of Hockey in India. Hockey India is affiliated to the International Hockey Federation, Asian Hockey Federation and Indian Olympic Association.

Hockey India has the responsibility to develop and manage the national teams programmes and works in close coordination with the Sports Authority of India (SAI) in the delivery of the national teams programmes across senior and junior hockey.

## **SPORTS AUTHORITY OF INDIA**

The Sports Authority of India (SAI) is a body set up by the Government of India. The objectives of SAI are to promote and broad-base sports in the country and to implement schemes/programmes for achieving excellence in sports in different disciplines at international level in order to establish India as a major sporting power. It also acts as an interface between the Ministry of Youth Affairs & Sports and other agencies concerned with the promotion/ development of sports in the country on the other hand, i.e., State Govt., U.T. Administration, IOA, National Sports Federations, Sports Control Boards, Industrial Houses, etc.

### **ROLE SUMMARY**

Reporting to the Chief Executive Officer, the Director High Performance will be responsible for coordinating with the Chief Coaches who are leading the senior national teams to the Olympic Games scheduled in 2021 and 2024. As well as the junior national teams to the 2021 and 2023 Junior World Cups and senior national teams to the 2022/2023 World Cups, with a view to achieving success at World Level and the Olympic Games.

In addition, the Director High Performance will need to oversee the complete development activities in India including talent identification, assessment and coaching development during the term.

### **RESPONSIBILITIES**

#### **1. REPORTING AND COMMUNICATION**

This position also works closely with:

- Hockey India management team and Executive Board
- Coaches and support staff for senior and junior men & women respectively
- Sports Authority of India
- Hockey High Performance Centre staff
- High Performance and Development Committee members
- Hockey India Selection Committee

The Director High Performance will be required to submit regular reports to management on the status of the national teams and core probable programme and action / activities plans.

Positions reporting to this position:

- National Team Chief Coaches, Coaches and Support Staff
- Hockey High Performance Centre Staff
- Other staff as appropriate for time to time

## 2. KEY RESPONSIBILITIES

This role has been identified to oversee and be responsible for the following key areas

### A) Implement Performance Strategy

- Lead the development of the Hockey India High Performance Strategy and Business Plan to 2024 along with Chief Coaches and Coaches of the national teams
- Manage, resource and monitor the implementation of the High Performance Strategy

### B) Set Targets for all national squads and review against Targets

- Work with Hockey India and Chief Coaches to set realist targets and KPI for all national teams
- Monitor the achievements in line with the set targets and KPI's and re-access strategies accordingly.

### C) Manage and Mentor All Performance Staff

- All Coaches and support staff of the national programme to report to Director, High Performance
- All Coaches and support staff within the Hockey High Performance Centre's to have a functional reporting line to Director, High Performance
- Director High Performance to take annual reviews of staff and their progress and development accordingly.

### D) Implement Development Strategy for Talent And Coaching

#### i) Talent

- Develop, lead and manage the National Talent Identification and Development Programme across all age group categories
- Assist the regions to develop their Regional Talent Programmes and take a nationally coordinated and consistent approach where appropriate
- Design and ensure implementation of a national talent assessment and identification platform

#### ii) Coaches

- Devise and maintain a succession plan and development plan for national programme Coaches, including both Junior and Senior programmes
- Implement, monitor, access the Hockey India's education pathway

and performance management framework (setting of performance agreements and the appraisal process) for national coaches across India

E) Implement and monitor the delivery of a Sports Science Strategy across

F) Any other duties as maybe assigned

### **3. ADMINISTRATION**

- Provide regular written reports and KPI data to the CEO and Hockey India Management.
- Management of both International Competitions and programme activities for all national teams
- Conduct other duties as directed by CEO Hockey India, Hockey India Executive Board or Sports Authority of India.

### **4. QUALIFICATIONS AND EXPERIENCE**

Minimum 10 year's experience at high-performance level, including Olympic Games and World Cup experience – podium performance considered an asset.

- Experience and proven capability in the holistic development of athletes and programmes.
- Demonstrated experience in planning, organising and implementing a comprehensive high performance programme for international teams and athletes.
- Knowledge of leading trends in development and high performance programmes including, coaching science, practices and the appropriate application of leading technology tools.
- A Minimum of FIH Level '3' Coach Certification would be an asset.
- The ability to effectively leverage and manage expertise from staff to ensure team success.
- The ability to attain excellence from players, coaches, staff and all stakeholders through the establishment of a 'winning' culture.
- Effective management skills that reflect your ability to build and successfully implement long-term strategic plans that are supported by informed operational decisions.
- Experience of working with multiple partners to achieve success including working with public funding agencies.

### **5. MINIMUM SKILLS SET**

- Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments.
- In-depth understanding and application of the principles of coaching, sport science, medicine and technology within a high performance

programme.

- Well-developed liaison, interpersonal, oral and written communication, and people management skills.
- High level of influencing skills.
- Outstanding communication skills – verbal and written.
- Sound administration skills.
- Self-motivated and able to work independently and as part of a team.
- Demonstrated ability to meet competing demands through effective prioritisation in a result oriented environment.
- Efficient and organised, and strong awareness of self and self-management.
- Demonstrated success in managing individual differences and group dynamics
- Demonstrated ability to exercise sound judgment, observe confidentiality and use discretion and initiative.
- Excellent observational and analytical skills.
- Ability to thrive in a pressured environment of irregular and long hours, and capacity to travel domestically and overseas for extended periods.
- Ability to manage records, information and databases (as required).

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Applications should be submitted via email and include a cover letter **addressing the Qualifications & Experience and the Minimum Skills Set outlined in the Position Description** as well as a current resume.

Applications not addressing the Qualifications & Experience and Minimum Skills Set will not be considered.

Please forward your application to Hockey India by **15 November 2020**.

**HOCKEY INDIA**

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