



HIGH PERFORMANCE MANAGER (RIFLE)

POSITION DESCRIPTION

Title/Role:	High Performance Manager (HPM)- RIFLE
Vacancy:	01
Terms of Engagement:	The National Rifle Association of India (NRAI) seeks to engage the services of an individual to perform the HPM role. There is annual remuneration available. The basis on which this is paid will be determined by the qualifications and circumstances of the successful applicant (i.e., contract, contractor, etc.)
Term:	To be negotiated, but ideally to follow the Olympic cycle subject to successful annual review.
Reports To:	NRAI Executive and High-Performance Director
Positions Reporting	National Team Coaches, Assistant National Team
To This Role:	Coaches, and Home Coaches

ORGANIZATIONAL CONTEXT

The mission of the NRAI is to administer and promote the sport of shooting in India, to develop programs, services and opportunities that enable members from recreational to the Olympian to reach their maximum potential.

The NRAI is responsible for the selection of athletes and cadre for international tournaments including Asian Championships, Commonwealth Shooting Federation Championships, International Sport Shooting Federation, World Championships, and the Olympic Games.

The general vision of the NRAI is to raise the level of competitive Shooting in India. Of equal if not greater importance is the creation of the best possible atmosphere for its participants to reach their full potential. Over time, a new High-Performance Program (HPP) in all shooting disciplines, grounded in a good sponsorship model, will move our country into the highest possible level of elite Shooting countries. This is a position for which we should be working and for which we will work over the next four to six years. We need to encourage, train, guide and help to finance India shooters, coaches and teams to World Championship levels.

This goal applies to shooters of all age levels. The NRAI is committed to support and manage the potential of NRAI affiliated shooters through the HPP. In addition, the NRAI will partner with community-based professionals, institutes and universities to promote the sport of Shooting with the best possible programs and training opportunities as well as the welfare of our shooters. The NRAI will work to enhance its efficiency and organizational effectiveness, continue to improve the process of coaching recruitment, education and national coaching programs and recruit and train young referees for domestic and international competitions.

PURPOSE OF THE ROLE

A vacancy exists with the NRAI for the role of a High-Performance Manager (HPM) for RIFLE discipline. This role encompasses managing both strategic and operational aspects of the NRAI High Performance Program. The purpose of the role is to oversee, manage and direct the strategic and operational components of the NRAI HPP, including maintaining direct relationships with all key stakeholders.

ROLE RESPONSIBILITIES

The HPM will be accountable for the following responsibilities:

- Manage the NRAI High Performance Program (HPP) and provide administrative support where necessary.
- Oversee the development, documentation and implementation, in conjunction with the High-Performance Committee (HPC), of a National Training Program by each National Shooting Coach and the individual competition and training program for each Indian Team member aimed at maximizing the performance of Indian Team members.
- Ensure effective communication channels between NRAI with all individuals involved in the HPP, and between all individuals involved in the HPP.
- Oversee the coordination by designated Indian Team Managers of domestic and international tour arrangements for Indian Team members.
- Oversee the management of athlete issues, including disciplinary matters, relating to Indian Team members and ensure athletes represent the Team in an appropriate and professional manner at all times.

- Liaise and consult with the HPC on all relevant aspects of the HPP, including National and International competitions.
- Oversee and manage the development by the HPC of NRAI talent identification and development programs.
- Ensure anti-doping education program is provided to Indian Team members.
- Oversee the inclusion of Sports Science/Medicine programs and personnel into the High-Performance Program aimed at increasing the performance of athletes.
- Coordinate and manage HPP contractual arrangements.
- Oversee and manage all aspects of the operational budgets for the HPP, in consultation with the National Team Coaches.

SELECTION CRITERIA

Candidates for the role of High-Performance Manager will require a range of personal and professional skills. The following skills and qualifications are preferred requirements for the role:

- A minimum of three (3) years' experience in high performance, sport development or sports management roles.
- Relevant experience and/or tertiary qualifications in sports related fields such as sport science, business or psychology.
- Strong and effective leadership skills.
- Ability to be part of and work in a collaborative and cohesive team.
- Outstanding organizational skills with excellent communication and interpersonal skills.
- Ability to manage unpredictable demands in a professional and courteous manner.
- Ability to work with budgets and accurately forecast financial outcomes.
- Ability to manage records, computer information and databases (as required).
- Favorable consideration may be given to candidates with a background in Shooting.

OTHER INFORMATION

In representing the NRAI, the High-Performance Manager will display characteristics such as reliability, punctuality and courtesy, and be self-motivated and well presented at all times.

The successful candidate will be required to develop and manage a range of internal and external relationships, often in unstructured settings including:

- NRAI Executive, High-Performance Directors and other High-Performance Managers
- National Coaches including Home Coaches
- Indian Athletes
- Parents of Junior Athletes

- Sponsors

The NRAI will carry out a performance appraisal based on the following key performance indicators:

Compliance with the Position Requirements set forth in this document.

The structure, delivery, and outcomes from the High-Performance Program.

Location and travel

Some travel will be required from time to time, to support high performing athletes and teams at National and International competitions, with the ability to attend international conferences or events leading up to the Paris 2024 Olympic Games. This is a full-time permanent position that requires extended hours and weekend work at times.

The appointment shall be subject to the terms & conditions as set out by the NRAI at the time of appointment/empanelment. The decision of the NRAI in all matters regarding eligibility and selection would be final and binding on all candidates. The NRAI reserves the right to modify/alter/cancel the selection process, if need so arises without issuing any further notice or assigning any reason thereafter.

The last date for receipt of applications is **13th September' 2022**. The NRAI is at its discretion to accept applications after deadline.

HOW TO APPLY – The interested candidates may send their applications along with their resume and their achievements by email at admin@nrai-india.org