



Hockey Promotion Council, Odisha

Kalinga Stadium, Nayapalli, Bhubaneswar – 751012

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SYS-HPCO-MISC-0005-2022-14912, August 30, 2022

RFP for 'providing Professional Manpower and Coaching Services for Hockey Promotion Council, Odisha'

Corrigendum

Taking consideration of suggestions received by the Hockey Promotion Council, Odisha to the queries of the bidders, the original RFP No. SYS-HPCO-MISC-0005-2022-13660, dated 20.08.2022, is hereby modified to the extent of following points. The corrigendum so adopted, shall be considered to be part of the RFP.

Chief Executive Officer, HPCO

Corrigendum on Request for Proposal on providing Professional Manpower and Coaching Services for Hockey Promotion Council, Odisha

Sl. No	RFP Ref No		Original Clause			Query	Response / Modified Clause
	Clause	Sub-clause	Parameter	Page No	Original Content		
1	7	7.1.2	Technical Criteria	14	The Bidder shall have at least 05 (Five) years of experience in providing Sports Management Services (including sports coaching, sports education, etc.), as of 31st March 2022	<p>SFA Sporting Services Pvt. Ltd. is a DPIIT recognized Startup. Government of India has authorized its ministries and department to relax norms in all public procurements. Startups are entitled to avail exemption on Prior Turnover and Prior Experience. Request this to be recognized to enable eligibility and consideration in evaluation for the purpose of this bid with regards to prior experience in sports coaching, sports education, etc. (Refer clauses below by GOI and Ministry of Commerce and DPIIT: Rule 173 (i) has been incorporated in GFR, 2017 which provides for relaxation of conditions of prior turnover and prior experience for Startups)</p> <p>SFA Sporting Services Pvt. Ltd. is also an officially empaneled agency for event management with the Sports Authority of India, for the</p>	RFP conditions shall prevail



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						purposes of all events undertaken through SAI, Khelo India & Fit India.	
2	7	7.2.1	Financial Criteria	14	The Bidder should have an average annual turnover of min. INR 5 crore in the last 3 (three) financial years (FY 2019-20, FY 2020-21 and FY 2021-22)	Considering the impact of the COVID 19 pandemic and the related lockdown & limitations over the past 2 (two) out of 3 (three) financial years, we request the financial eligibility criteria be relaxed to allow for any 3 (three) out of the past 5 (five) financial years instead of the last 3 (three) financial years.	The Bidder shall have an average annual turnover of min. INR 3 crore in the last 5 (five) financial years (FY 2017-18, FY 2018-19, FY 2019-20, FY 2020-21 and FY 2021-22)
3	7	7.2.2	Financial Criteria	14	Net worth of the Bidder in at least one of the last 3 (three) financial years should be positive as per audited balance sheet (Applicable 3 (three) years - FY 2019-20, FY 2020-21 and FY 2021-22)	Considering the impact of the COVID 19 pandemic and the related lockdown & limitations over the past 2 (two) out of 3 (three) financial years, we request the financial eligibility criteria be relaxed to allow for any 3 (three) out of the past 5 (five) financial years instead of the last 3 (three) financial years.	Net worth of the Bidder in at least one of the last 5 (five) financial years should be positive as per audited balance sheet (Applicable 5 (five) years – FY 2017-18, FY 2018-19, FY 2019-20, FY 2020-21, and FY 2021-22)
4	2	2.2 (c)	Scope of Work	38	Research & Analysis: Design methods and strategies to capture, store and	Since everything else in the scope is manpower recruitment, management & services related and the research and analysis part is	The research and analysis team is required to design methods and strategies for data analytics, storage and management, under the guidance from HPCO / DSYS officials. Development of a

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					manage data, implement analytical tools and interpret the same to help achieve objectives of HPCO. This Research & Analysis services will be provided to support the other sports disciplines, as required	tech related, which is a specialized requirement with a dedicated tech platform and experts, is it possible to split the current scope of work and pull out the tech part to capture, store and manage data, implement analytical tools for research and analysis into a separate scope / project? This tech system for research, analysis, data storage and management can have wider applications, enhancements and benefits as the project evolves for players, coaches, administrators and others.	dedicated tech platform for the same is not envisaged as a part of the scope of work.
5	2	2.3.1 Sl. No 12	Manpower	48	Details for hiring Data Analyst (4 persons)	The corresponding payment terms for this role of Data Analyst are not listed under Annexure 2, section 5, Page 62-63 under Monthly Service Cost for each of the Manpower resource positions. Request clarification regarding the same	Bidders may refer to the proposed monthly service cost for 'Video and Data Analyst' at Annexure 2, Section 5, Page 63 (No. 18)
6	2	2.2 -e	Scope of Work	38	Provide overall support to the Hockey Promotion	Need more clarity on 'Support to other sports disciplines' – What are the other sports?	The other category of sports include the 'A Category' of sports disciplines identified by DSYS. More details can be accessed at https://department.sportsodisha.gov.in/approvedsports-disciplines



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					Council towards monitoring of Infrastructure projects & facilities, maintenance of IT and Communications, and providing functional support in HR and Finance. The General Administrative Services will be provided to support the other sports disciplines, as required.		HPCO / DSYS may request the bidder for deployment of additional manpower for other sports disciplines as required.
7	8	8.17.5	Instructions to Bidders	20	The Service charge quoted shall be inclusive of: <ul style="list-style-type: none"> ● Profit ● Insurance ● Administration Expenses ● Interest Cost (if any) ● Contingency ● Conveyance 	Will HPCO provide uniforms/ apparels to the Manpower appointed by the bidder, or the bidder must take care of the same? What about Coaching Aids?	Provision of uniforms / apparels and coaching aids to the manpower by the bidder is not envisaged. If required, the same shall be arranged by HPCO / DSYS during the project execution stage



Sl. No	RFP Ref No		Original Clause		Query	Response / Modified Clause	
					<ul style="list-style-type: none"> Any other cost that the Bidder would like to factor to deliver the Scope of work 		
8	5	5.3 (iii)	Payment Terms	62	Annual revision in the service cost will be decided by HPCO	How is the Manpower annual revision is being addressed?	The annual revision in service cost shall be as per the prevailing norms of the Sports Authority of India, in similar service contracts.
9	7	7.2.2	Eligibility Criteria	14	Net worth of the Bidder in at least one of the last 3 (three) financial years should be positive as per audited balance sheet	Net worth point to be removed since it has no relevance when companies with larger turnover have capacity to deliver the project and if they have the right experience then this is not required.	Net worth of the Bidder in at least one of the last 5 (five) financial years should be positive as per audited balance sheet (Applicable 5 (five) years – FY 2017-18, FY 2018-19, FY 2019-20, FY 2020-21, and FY 2021-22)
10	21	21.1	Insurance	36	Insurance shall cover the following: (a) loss of or damage to Equipment (b) loss of or damage of property in connection with the Contract and (c) personal injury or death	(a) can we get detailed costing of equipment for insurance purpose. Also there is age of all equipment so how can we ensure the costing of existing equipment. (b) property is an asset of HPCO so what kind of cost needs to be calculated. (c) Insurance is limited to appointed staff or for players also	Insurance shall cover the following: (a) loss of or damage of bidder's own Equipment (b) loss of or damage of bidder's property in connection with the Contract and (c) personal injury or death of the manpower resources deployed by the bidder

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11	2.4	2.5.1	Other terms and conditions	60	The successful Service provider shall deploy the manpower resources within 45 days of receiving the work order from Hockey Promotion Council, Odisha.	Deployment time given is 45 days which is quite difficult. Requesting to make it at 90 days.	Deployment of all the identified manpower shall be undertaken in a phased manner as per requirement of HPCO / DSYS. The deployment schedule and requirements shall be mutually discussed and agreed between HPCO and the preferred bidder at the contractual stage.
11	2.4	2.5.3	Other terms and conditions	60	The deployed manpower resources can avail Leave as under: i) Casual/ Sick Leave: 12 days per year	Usually all companies following standard leave process where minimum 24 CL/PL can be availed by employees. 12 leaves are very less.	RFP conditions shall prevail.
12	5	5.3	Payment terms	62	Salary of staff	Salary range is given for staff so who will decide final CTC of staff	The bidder is required to quote only the service charge of the proposed manpower resources, as per Clause 5 of the RFP (page 62 to 65)
13	General		Accommodation			Is there any possibility of providing accommodation to manpower moving from other city	The monthly service cost of the manpower resources shall be all-inclusive. No other allowance for accommodation, travel, etc. is admissible
14	General		Place of Deployment			Can we get idea of training centers where manpower needs to be deployed	The training centres include Bhubaneswar, Sundargarh, Rourkela and a few other districts. HPCO / DSYS reserves the right to deploy manpower at other locations in Odisha as required.

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15	General		Travelling			Need more clarity on travelling part as if all staff needs to do travelling on frequent basis than costing should go high. If all manpower have to travel than need how many visits they have to make. Tournament travel also included or it will be provided by HPCO	Cost of any travel related to the execution of tasks assigned not including the travel from the place of residence to the designated office shall be facilitated by HPCO / DSYS as per existing norms.
16	General		Increment			Need more clarity on increment part	The annual revision in service cost shall be as per the prevailing norms of the Sports Authority of India, in similar service contracts.
17	Annexure 9		Format of performance Security	79		RFP mentioned to make this document of Rs.100 stamp paper but this needs to be submit after awarding of contract so is it required to make on stamp paper during technical bid submission?	The performance security is to be furnished by the successful bidder, the same shall not be submitted at the proposal stage.
18	General		Reserve Coach			We would suggest to appoint reserve Grade II and III coaches because if they will go on long leave or on official duties or long leave so Bench Coach will go as substitute which does not effect timetable and training	The deployment schedule and requirements of reserve Coaches (if any) shall be mutually discussed and agreed between HPCO and the preferred bidder at the contractual stage.
19	General		Training of Manpower			Up skilling of trainers/Coaches cost will be bared by bidder or HPCO. If it needs to done by	Currently, there is no provision for training related support from HPCO / DSYS.

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						bidder than how frequent needs to be done.	
20	General		Notice for RFP	4	The interested bidders should submit their bids to Hockey Promotion Council, Odisha, Kalinga Stadium, Nayapalli, Bhubaneswar - 751012, on or before 12 September 2022 up to 04:00 PM.	The mode of tendering is mentioned as "E-tender" but it is also mentioned that the bids can be submitted to the specified address. Request if the mode of submission of the bid can be clarified.	It is clarified that the mode of tendering will be E-tender. All necessary documents, except the Tender Document Cost (as per no. 10, page 02, Notice for Request for Proposal) are to be submitted through the E-tender portal.
21	7	7.1.1	Eligibility Criteria	14	The Bidder must have experience of undertaking at least 1 sports management project with annualized contract value of not less than INR 1 crore during the last 5 (five) years. Applicable 5 (five) years shall be preceding five financial years excluding the	It is mentioned that the bidder must have experience of managing the said project value during the last 5 (five) years. However, in the later part of the clause, Financial Year mentioned from FY 2018-19 onwards making it 04 (four) years. It should have been from FY 2017-18 to FY 2021-22. Please confirm/ clarify.	The Bidder must have experience of undertaking at least 1 sports management project with annualized contract value of not less than INR 1 crore during the last 5 (five) years. Applicable 5 (five) years shall be preceding five financial years excluding the financial year of floating of the Tender (i.e., FY 2017-18 , FY 2018-19, FY 2019-20, FY 2020-21 and FY 2021-22)



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					financial year of floating of the Tender (i.e., FY 2018-19, FY 2019-20, FY 2020-21 and FY 2021-22)								
22	7	7.2.1	Financial Criteria	14	The Bidder should have an average annual turnover of min. INR 5 crore in the last 3 (three) financial years (FY 2019-20, FY 2020-21 and FY 2021-22)	The sports industry has been affected very badly in India and globally due COVID-19 pandemic and business revenue was drastically low in all sports sectors. During last 2.5 years, due to very low business, the average turnover of last three financial years also got badly effected. Considering this unprecedented scenario, can we request to kindly review and make INR 5 Cr as "total turnover" in last three financial years instead of "average turnover".	The Bidder shall have an average annual turnover of min. INR 3 crore in the last 5 (five) financial years (FY 2017-18, FY 2018-19, FY 2019-20, FY 2020-21 and FY 2021-22)						
23	8	8.17.4	Instruction to bidders	19	Power of Attorney - Annexure 3	In the table under technical bid power of attorney is mentioned as "Annexure – 3". However In page 72 Annexure 3 is mentioned as "Format for Turnover Certificate". Kindly clarify/suggest.	The technical bid shall consist of the following, as a part of submission and necessary documents supporting eligibility and evaluation criteria: <table border="1"> <thead> <tr> <th>Sl. No.</th> <th>Qualification Requirement</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Annexure 3: Turnover Certificate</td> </tr> <tr> <td>2</td> <td>Annexure 4: Power of Attorney</td> </tr> </tbody> </table>	Sl. No.	Qualification Requirement	1	Annexure 3: Turnover Certificate	2	Annexure 4: Power of Attorney
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8	Annexure 12: Format for Bid Security Declaration																		
24	8	8.17.5	Instruction to bidders	20	Financial bid format – Annexure 4	<p>In this particular clause the financial bid is mentioned as “Annexure – 4”. However in page 74 Annexure 4 is mentioned as “Format for Power of Attorney”. Kindly clarify/suggest.</p>	<p>The Financial Bid shall be submitted in percentage (%) basis both in word & figure. The Bidder shall quote the rate as per the Financial Bid format in Annexure 5 and in case of any discrepancy between the word and figure of the quoted rate, the rate mentioned in word shall prevail.</p> <p>It is clarified that the Financial Bid is to be submitted separately on the E-tender portal (as per BOQ template), and the technical bid shall not have any information pertaining to the financial bid.</p>												
25	Annexure -4		Format for Power of Attorney	73	Power of Attorney – signing authority	<p>If the bidder/ director of the company and the person signing the document (holding the power of attorney) are two different individual then will both of them have the authority to sign project documents or only the person holding the</p>	<p>The Authority on behalf of the bidder shall be the individual to whom the Power of Attorney is issued.</p>												

Sl. No	RFP Ref No		Original Clause			Query	Response / Modified Clause
						power of attorney will have the authority to sign? Please suggest/ clarify.	
26	9	3	Technical presentation	26	Technical presentation	Submission of Technical Presentation	The Technical Presentation shall be submitted as a part of the technical bid. HPCO shall invite the qualified technical bidders for a presentation. The marking for the technical presentation shall be done by the committee appointed by HPCO
27	2.3	2.3.1	Manpower	41 - 58	Manpower resources to be deployed	Various manpower resources to be deployed	The revised manpower resources to be deployed as per requirements have been enclosed as Annexure 01
28	5	5.3	Manpower service cost	62 - 64	Monthly service cost of the manpower	Monthly service cost of the proposed manpower	The revised monthly service cost for manpower resources have been enclosed as Annexure 02

Annexure 01 – Manpower resources to be deployed

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
1.	Coaching	Head – Coaching	1	Postgraduate/ Graduate Degree with 8+ years National Level Coaching Experience in Hockey	<ul style="list-style-type: none"> • FIH Level Two Coach Certification or Higher • Experience in any Government/Semi Govt./Autonomous/ PSU / Private Sector in sports domain • Strong Understanding of coaching development/ 	<ul style="list-style-type: none"> • Supervision and overseeing of all Coaching related matters for the HPCO • Liaising with various stakeholders on need basis • Devising optimal strategy, best practices

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					<ul style="list-style-type: none"> structure in Hockey. • Prior participation at nationals and international level in Hockey would be desirable. 	<ul style="list-style-type: none"> and streamlining processes for overall development of Hockey in the state. • Any other relevant tasks assigned by HPCO and DSYS officials
2.		Manager Coaching	1	Postgraduate/Graduate Degree from a recognized University with 3+ years of work experience	<ul style="list-style-type: none"> • Experience in any Government/Semi Govt./Autonomous/ PSU / Private Sector in sports domain • Strong Understanding of coaching development/ structure in Hockey. • Prior participation at nationals and international level in Hockey would be desirable. 	<ul style="list-style-type: none"> • Overseeing the planning and implementation of the practices and processes as devised by the division head. • Support the division head with research on emerging issues, impact assessments, planning activities, etc. • Liaising with various stakeholders on need basis • Overseeing the execution of the tasks assigned to Asst. Managers • Any other relevant tasks assigned by HPCO and DSYS officials
3.		Asst. Manager – Coaching	6	Graduate Degree from a recognized university with 1+ years of Work Experience.	<ul style="list-style-type: none"> • Experience in any Government/Semi Govt./Autonomous/ PSU / Private Sector in sports domain • Strong Understanding of coaching development/ structure in Hockey. • Prior participation at 	<ul style="list-style-type: none"> • Manage day-to-day administrative works. • Oversee the function, management, planning, execution, verification & reporting of operations of the given projects. • Assist in drafting of the paperwork for the assigned

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
					nationals and international level in Hockey would be desirable.	<ul style="list-style-type: none"> projects Any other relevant tasks assigned by HPCO and DSYS officials
4.		Grade I Coaches	15	Graduate Degree in any discipline with NIS Diploma of Coaching in Hockey/Representation at the National Championships	FIH Level 1 Coach Certification or Higher	<ul style="list-style-type: none"> Coach identified athletes in both a team environment and individual sessions. Planning and monitoring the development of all trainees to ensure their professional preparation for State/ National competitions Assist in the selection of Sub Junior/ Junior probables and the selections of for participation in National matches / competitions Utilize coaches and support staff to assist with the monitoring and skill development of the athletes Provide leadership and management to ensure that all coaches and support staff are 'high performance' focused and success driven Drive the provision of support services to the team, squad and individuals. Provide technical and tactical direction for the Zonal Performance



Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>Programmes.</p> <ul style="list-style-type: none"> • Assist in high performance coach and player development initiatives. • Develop a high performance culture and leadership skills within the playing group and support staff. • Any other relevant tasks assigned by HPCO and DSYS officials
5.		Grade II Coaches	30	Graduate Degree in any discipline with NIS Diploma of Coaching in Hockey/Representation at the National Championships	Hockey India Level 2 Coach Certification or Higher	<ul style="list-style-type: none"> • Coach identified athletes in both a team environment and individual sessions. • Planning and monitoring the development of all trainees to ensure their professional preparation for School/ Zonal/ District competitions • Assist in the selection of Sub Junior/ Junior probables and the selections of for participation in School/ Zonal/ District matches / competitions • Utilize coaches and support staff to assist with the monitoring and skill development of the athletes • Provide leadership and management to ensure that all coaches and support staff are 'high performance'

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>focused and success driven</p> <ul style="list-style-type: none"> • Drive the provision of support services to the team, squad and individuals. • Provide technical and tactical direction for the Zonal Performance Program. • Any other relevant tasks assigned by HPCO and DSYS officials
6.		Grade III Coaches	40	Graduate Degree in any discipline with NIS Diploma of Coaching in Hockey/Representation at the National Championships	Hockey India Level 1 Coach Certification or Higher	<ul style="list-style-type: none"> • Coach identified athletes in both a team environment and individual sessions. • Planning and monitoring the development of all trainees to ensure their professional preparation for School/ Zonal/ District competitions • Assist in the selection of Sub Junior/ Junior probables and the selections of for participation in School/ Zonal/ District matches / competitions • Utilize coaches and support staff to assist with the monitoring and skill development of the athletes • Provide leadership and management to ensure that all coaches and

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>support staff are 'high performance' focused and success driven</p> <ul style="list-style-type: none"> • Drive the provision of support services to the team, squad and individuals. • Provide technical and tactical direction for the Zonal Performance Programmes. • Any other relevant tasks assigned by HPCO and DSYS officials
7.	Sport Management & Development	Head – Sport Management & Development	1	Postgraduate/Graduate Degree from a recognized University with 8+ years of Work Experience	<ul style="list-style-type: none"> • Experience in any Government/Semi Govt./Autonomous/ PSU / Private Sector/ Sports Federations in sports domain • Strong Understanding of the sport & development in all formats of Hockey. 	<ul style="list-style-type: none"> • Supporting the HPCO with planning, monitoring and coordination with each Sport related functional areas, including but not limited to Development of the sport, Competitions, Safety and Security, Accreditation & Access Control, Ticketing, Housekeeping and Sanitization. • Design and administer an overall coaching development program with the objective of covering various regions • Create implementation plan for the coaching according to the requirement of the annual plan • Creation of systematic reporting format for coaches • Preparation of operational



Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>and technical development plan for the Grassroots Department including succession plan</p> <ul style="list-style-type: none"> • Help Grassroots centres, academies, clubs etc. to enhance and streamline Grassroots development program • Ensuring strict budgets are followed. • Tracking all Sport requirements, deliverables and objectives and guiding/supporting functional area managers in the implementation of the same; • Gathering information on existing laws or regulations that may have a direct impact on the delivery of the final tournament; • Preparation of reports, presentations and documents for different stakeholders; • Review and update of all operational planning and policies against local conditions • Support other Departments, if required, in the planning and execution of all other closely linked functional areas – in particular



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						marketing/ticketing, accreditation, transportation/logistics and overlays; <ul style="list-style-type: none"> • Prepare a final report compiling input from all Sport Functional Areas and ancillary events of the Tournament; • Any other relevant tasks assigned by HPCO and DSYS officials
8.		Manager – Sport Management & Development	6	Postgraduate/Graduate Degree from a recognized University with 3+ years of Work Experience	<ul style="list-style-type: none"> • Experience in any Government/Semi Govt./Autonomous/ PSU / Private Sector/ Sports Federations in sports domain • Strong Understanding of the sport & development in all formats of Hockey. 	<ul style="list-style-type: none"> • Supporting the Head Sport & Development with planning, monitoring and coordination with each Sport related functional areas, including but not limited to Competitions, Safety and Security, Accreditation & Access Control, Ticketing, Housekeeping and Sanitization. • To make a well-established and extensive planning for housekeeping and general sanitization or the tournament for all the stadiums and training sites. • Ensuring strict budgets are followed. • Tracking all Sport requirements, deliverables and objectives and guiding/supporting functional area managers in

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>the implementation of the same;</p> <ul style="list-style-type: none"> ● Gathering information on existing laws or regulations that may have a direct impact on the delivery of the final tournament; ● Preparation of reports, presentations and documents for different stakeholders; ● Review and update of all operational planning and policies against local conditions ● Support in the preparation of templates/coordination documents for the operations venue teams including match readiness checklists for match day – 2, match day – 1 and game day. ● Support other Departments, if required, in the planning and execution of all other closely linked functional areas – in particular marketing/ticketing, accreditation, transportation/logistics and overlays; ● Prepare a final report compiling input from all Sport Functional Areas and ancillary events of the



Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						Tournament; <ul style="list-style-type: none"> Any other relevant tasks assigned by HPCO and DSYS officials
9.		Asst. Manager - Sport Management & Development	12	Postgraduate/Graduate Degree from a recognized University with 1+ years of Work Experience	<ul style="list-style-type: none"> Experience in any Government/Semi Govt./Autonomous/ PSU / Private Sector/ Sports Federations in sports domain Strong Understanding of the sport & development in all formats of Hockey. 	<ul style="list-style-type: none"> Manage day-to-day administrative works. Oversee the function, management, planning, execution, verification & reporting of operations of the given projects. Assist in drafting of the paperwork for the assigned projects Any other relevant tasks assigned by HPCO and DSYS officials
10. 2	Research & Analysis	Head – Research & Analysis	1	Graduate/Post Graduate degree from a recognized university with 8+ years of relevant work experience with National or International sports teams.	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Supervision and overseeing of all sports related research and data analytics matters for the HPCO Liaising with various stakeholders on need basis Devising optimal strategy, best practices and streamlining processes for overall development of Hockey in the state. Any other relevant tasks assigned by HPCO and DSYS officials

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
11.		Manager – Research & Analysis	1	Post Graduate/Graduate Degree with 3+ years of Work Experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Overseeing the planning and implementation of the practices and processes as devised by the division head Support the division head with research on emerging issues, impact assessments, planning activities, etc. Liaising with various stakeholders on need basis Overseeing the execution of the tasks assigned to Data Analysts Any other relevant tasks assigned by HPCO and DSYS officials
12.		Data Analyst	4	Graduate degree with 1+ years of work experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Manage day-to-day planning, execution, verification & reporting of tasks assigned by of the Manager Research and Analysis Assist in drafting of the paperwork for the assigned projects Any other relevant tasks assigned by HPCO and DSYS officials
13. 3	State Team Development	Head – State Team Development	1	Graduate/Post Graduate degree with 8+ years of International or National Level Coaching Experience	FIH Level 2 Coach Certification or higher	<ul style="list-style-type: none"> To maintain, update and coordinate a rolling 3-year Hockey development plan for the State Teams in

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
				in Hockey		Senior/ Junior/ Sub Junior category, what delivers key objectives agreed with HPCO <ul style="list-style-type: none"> Identify talented junior and sub junior athletes that can be escalated / groomed for the national team program Any other relevant tasks assigned by HPCO and DSYS officials
14.		Head Coach	2	Graduate/Post Graduate Degree with NIS diploma in Coaching in Hockey and National Level Coaching Experience in Hockey and with 5+ years of International or National level Coaching Experience in Hockey	FIH Level 2 Coach Certification or higher	<ul style="list-style-type: none"> Be responsible for the coaching and preparation of the Odisha State Men/ Women Squad, and individual team members Coach State identified athletes in both a team environment and individual sessions. ^[SEP]Planning and monitoring Monitor and evaluate athlete performance using relevant data to ensure standards are met and potential is maximised Utilize coaches throughout the system to assist with the monitoring and skill development of athletes in the regions Create, maintain and develop technical content for dissemination to the pathway Provide leadership and management to ensure that

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>all coaches and support staff are 'high performance' focused and success driven</p> <ul style="list-style-type: none"> • Drive the provision of support services to the team, squad and individuals • Provide technical and tactical direction for the National Junior Programmes • Develop a high performance culture and leadership skills within the playing group and support staff • Any other relevant tasks assigned by HPCO and DSYS officials
15.		Assistant Coach	4	Graduate/Post Graduate Degree with NIS diploma in Coaching in Hockey. National Level Coaching Experience in Hockey and with 3+ years of International or National level Coaching Experience in Hockey	FIH Level 1 Coach Certification or higher	<ul style="list-style-type: none"> • Assist for the coaching and preparation of the Odisha State Men/ Women Squad, and individual team members • Coach State identified athletes in both a team environment and individual sessions. ^(SEP)Planning and monitoring • Assist in Monitoring and evaluate athlete performance using relevant data to ensure standards are met and potential is maximised • Assist in utilising coaches throughout the system to assist with the monitoring and skill development of

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<ul style="list-style-type: none"> athletes in the regions • Drive the provision of support services to the team, squad and individuals • Any other relevant tasks assigned by HPCO and DSYS officials
16.		Specialist Coach (Goalkeeping)	1	Graduate/Post Graduate Degree with NIS diploma in Coaching in Hockey and with 3+ years of International or National Level Coaching Experience in Hockey	FIH Level 1 Coach Certification or higher	<ul style="list-style-type: none"> • Be responsible for the coaching and preparation of the Odisha State Men/Women Squad, and individual team members in the specific skill-related aspects as instructed and assigned by the Division Head/Head coach • Any other relevant tasks assigned by HPCO and DSYS officials
17.		Specialist Coach (Drag Flicking)	1	Graduate/Post Graduate Degree with NIS diploma in Coaching in Hockey and with 3+ years of International or National Level Coaching Experience in Hockey	FIH Level 1 Coach Certification or higher	<ul style="list-style-type: none"> • Be responsible for the coaching and preparation of the Odisha State Men/Women Squad, and individual team members in the specific skill-related aspects as instructed and assigned by the Division Head/Head Coach • Any other relevant tasks assigned by HPCO and DSYS officials •
18.		Sports Scientist	1	Master's Degree in Exercise Physiology with relevant work experience with International/National Level	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports	<ul style="list-style-type: none"> • Be responsible for overseeing the sports science-related aspects for the development of the



Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
				Sports teams	domain	<p>Odisha State Hockey Teams</p> <ul style="list-style-type: none"> • Implementing best practices, advising relevant stakeholders, and streamlining processes for proper utilization of sports science facilities for the development of the Odisha State Hockey teams • Travel with the teams for tournaments as and when required • Any other relevant tasks assigned by HPCO and DSYS officials
19.		Strength and Conditioning Expert (1 Male & 1Female)	2	Bachelors or Masters in Sports and Exercise Science/ Sports Science/ Sports Coaching with relevant experience of working with National Level Athletes	Diploma in fitness training/ Certificate course in Fitness Training	<ul style="list-style-type: none"> • Be responsible for overseeing the strength and conditioning-related aspects for the development of the Odisha State Hockey Teams • Implementing best practices, advising relevant stakeholders, and streamlining processes to ensure the Odisha State Hockey teams are the fittest team in the country • Travel with the teams for tournaments as and when required • Any other relevant tasks assigned by HPCO and DSYS officials



Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
20.		Sports Physiotherapist (Male & 1Female)	2	Bachelors of Sports & Exercise Science/ Bachelor of Science in Sports Science/Bachelors in Sports Coaching & Exercise Science from any recognized Indian or Foreign University	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain working with National Level athletes	<ul style="list-style-type: none"> • Be responsible for overseeing the physiotherapy-related aspects for the development of the Odisha State Hockey Teams • Implementing best practices, advising relevant stakeholders and streamlining processes to ensure the Odisha State Hockey teams are the fittest team in the country • Traveling with the teams for tournaments as and when required • Any other relevant tasks assigned by HPCO and DSYS officials •
21.		Sports Masseur (1 Male & 1Female)	2	Bachelor's Degree/12 th Class with relevant experience	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain working with National Level athletes	<ul style="list-style-type: none"> • Providing Masseur services to the Odisha State Hockey Team members • Traveling with the teams for tournaments as and when required • Any other relevant tasks assigned by HPCO and DSYS officials
22.		Specialist Coach (Forwards)	1	Graduate/Post Graduate Degree with NIS diploma in Coaching in Hockey and with 3+ years of International or National Level Coaching Experience in Hockey	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain working with National Level athletes	<ul style="list-style-type: none"> • Be responsible for the coaching and preparation of the Odisha State Men/ Women Squad, and individual team members in specific areas as identified and instructed by the

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						Division Head/Head Coach <ul style="list-style-type: none"> Any other relevant tasks assigned by HPCO and DSYS officials
23.		Specialist Coach (Midfielder/Defender)	1	Graduate/Post Graduate Degree with NIS diploma in Coaching in Hockey and with 3+ years of International or National Level Coaching Experience in Hockey	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain working with National Level athletes	<ul style="list-style-type: none"> Be responsible for the coaching and preparation of the Odisha State Men/ Women Squad, and individual team members in specific areas as identified and instructed by the Division Head/Head Coach Any other relevant tasks assigned by HPCO and DSYS officials
24.		Nutritionist	1	Post Graduate Degree from a recognized International or Indian University	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain working with Elite athletes	<ul style="list-style-type: none"> Overseeing the nutrition-related aspects for the development of the Odisha State Hockey Teams Implementing best practices, advising relevant stakeholders and streamlining processes to ensure proper nutrition for the Odisha State Hockey teams Any other relevant tasks assigned by HPCO and DSYS officials
25.		Sports Psychologist	1	Post Graduate Degree from a recognized International or Indian University	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain working with Elite athletes	<ul style="list-style-type: none"> Overseeing the sports psychology related aspects for the development of the Odisha State Hockey Teams Implementing best practices, advising relevant

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						stakeholders and streamlining processes to ensure that all the Odisha State Hockey teams prepared psychologically for excelling in life and sports <ul style="list-style-type: none"> Any other relevant tasks assigned by HPCO and DSYS officials
26.		Video and Data Analyst	2	Graduate degree with 1+ years of work experience in the relevant field	<ul style="list-style-type: none"> Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain Experience in managing performance analysis softwares, GPS systems etc. 	<ul style="list-style-type: none"> Manage day-to-day planning, execution, verification & reporting of tasks assigned by the Division Head/Head Coach/Assistant Coaches Any other relevant tasks assigned by the above manpower resource Any other relevant tasks assigned by HPCO and DSYS officials
27. 4	Infrastructure, IT, and Communications	Head–Infrastructure	1	Graduate / Post Graduate Degree in Civil Engineering/MBA with Civil Engineering background with 8+ years of work experience in relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in leadership positions in the sports domain	<ul style="list-style-type: none"> Supervision and overseeing of all sports related infrastructure matters for the HPCO Liaising with various stakeholders on need basis Devising optimal strategy, best practices and streamlining processes for overall development, operation and maintenance of Infrastructure related to Hockey in the state. Any other relevant tasks

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						assigned by HPCO and DSYS officials
28.		Head –IT	1	Post Graduate Degree/MBA with 8+ years of work experience in relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in leadership positions in the sports domain	<ul style="list-style-type: none"> Supervision and overseeing of all sports related Technology / IT matters for the HPCO Liaising with various stakeholders on need basis Devising optimal strategy, best practices and streamlining processes for overall development and upkeep of communications and IT infrastructure related to Hockey in the state. Any other relevant tasks assigned by HPCO and DSYS officials
29.		Head Communications	1	Relevant Postgraduate Degree/MBA with 8+ years of work experience in relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in leadership positions in the sports domain	<ul style="list-style-type: none"> Support HPCO / DSYS in design and creation of engaging content while considering the audience, supporters and other partners. This includes website, social media channels, etc. Support in managing relationships with local and national press, various social media and digital communication channels, etc. Support HPCO / DSYS in devising effective

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<ul style="list-style-type: none"> communication strategies Any other relevant tasks assigned by HPCO and DSYS officials
30.		Manager Infrastructure	1	Postgraduate/Graduate Degree in Civil Engineering or equivalent with 3+ years of Work Experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Overseeing the planning and implementation of the practices and processes as devised by the division head Support the division head with research on emerging issues, impact assessments, planning infrastructure projects, etc. Liaising with various stakeholders on need basis Overseeing the execution of the tasks assigned to Asst. Manager Any other relevant tasks assigned by HPCO and DSYS officials
31.		Manager – IT	1	Postgraduate/Graduate Degree with 3+ years of Work Experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Overseeing the planning and implementation of the practices and processes as devised by the division head Support the division head with research on emerging issues, impact assessments, planning projects, etc. Liaising with various

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						stakeholders on need basis <ul style="list-style-type: none"> Overseeing the execution of the tasks assigned to Asst. Manager Any other relevant tasks assigned by HPCO and DSYS officials
32.		Manager Communications	1	Postgraduate/Graduate Degree with 3+ years of Work Experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Overseeing the planning and implementation of the practices and processes as devised by the division head in PR and communications related matters Support the division head with research on emerging issues, impact assessments, planning projects, etc. Liaising with various stakeholders on need basis Overseeing the execution of the tasks assigned to Asst. Manager Any other relevant tasks assigned by HPCO and DSYS officials
33.		Asst. Manager Infrastructure	2	Bachelor's degree in Civil Engineering or equivalent with 1+ years of work experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Manage day-to-day administrative works. Oversee the function, management, planning, execution, verification &

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<ul style="list-style-type: none"> reporting of operations of the given projects. Assist in drafting of the paperwork for the assigned projects Any other relevant tasks assigned by HPCO and DSYS officials
34.		Asst. Manager – IT	2	Bachelor's degree in IT or equivalent with 1+ years of work experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Manage day-to-day administrative works. Oversee the function, management, planning, execution, verification & reporting of operations of the given projects. Assist in drafting of the paperwork for the assigned projects Any other relevant tasks assigned by HPCO and DSYS officials
35.		Asst. Manager – Communications	2	Bachelor's degree in Communications/ Mass Media or equivalent with 1+ years of work experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Manage day-to-day administrative works related to PR and Communications. Oversee the function, management, planning, execution, verification & reporting of operations of the given projects. Assist in drafting of the paperwork for the assigned projects Any other relevant tasks assigned by HPCO and DSYS officials

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
36. 5	HR and Finance	Head– HR	1	CA/Post Graduate Degree/MBA specializing in HR with 8+ years of work experience in relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in leadership positions in the sports domain	<ul style="list-style-type: none"> Supervision and overseeing of all HR related matters for the HPCO and the manpower hired through the RFP Liaising with various stakeholders on need basis Devising optimal strategy, best practices and streamlining processes for HR related matters of HPCO Any other relevant tasks assigned by HPCO and DSYS officials
37.		Head– Finance	1	CA/Post Graduate Degree/MBA specializing in Finance with 8+ years of work experience in relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in leadership positions in the sports domain	<ul style="list-style-type: none"> Supervision and overseeing of all finance related matters for the HPCO and the manpower hired through the RFP Liaising with various stakeholders on need basis Devising optimal strategy, best practices and streamlining processes for Finance related matters of HPCO Any other relevant tasks assigned by HPCO and DSYS officials
38.		Manager – HR	1	Postgraduate/Graduate Degree in HR with 3+ years of Work Experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> Overseeing the planning and implementation of the practices and processes as devised by the division head Support the division head with research on emerging issues, impact

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						assessments, planning projects, etc. <ul style="list-style-type: none"> • Liaising with various stakeholders on need basis • Overseeing the execution of the tasks assigned to Asst. Manager • Any other relevant tasks assigned by HPCO and DSYS officials
39.		Manager – Finance	1	Postgraduate/Graduate Degree in Finance with 3+ years of Work Experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> • Overseeing the planning and implementation of the practices and processes as devised by the division head • Support the division head with research on emerging issues, impact assessments, planning projects, etc. • Liaising with various stakeholders on need basis • Overseeing the execution of the tasks assigned to Asst. Manager • Any other relevant tasks assigned by HPCO and DSYS officials
40.		Asst. Manager – HR	2	Graduate degree in HR or equivalent with 1+ years of work experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> • Manage day-to-day administrative works relating to HR of HPCO and the manpower hired through the RFP • Oversee the function, management, planning, execution, verification & reporting of operations of

Sl. No.	Division	Position	No. of Positions	Essential Qualification	Desired Qualification	Responsibilities
						<p>the given tasks</p> <ul style="list-style-type: none"> • Preparing the relevant paperwork for assigned projects • Any other relevant tasks assigned by HPCO and DSYS officials
41.		Asst. Manager – Finance	2	Graduate degree in Finance or equivalent with 1+ years of work experience in the relevant field	Experience in any Government/ Semi Govt./Autonomous/ PSU / Private Sector in sports domain	<ul style="list-style-type: none"> • Manage day-to-day administrative works relating to Finance of HPCO and the manpower hired through the RFP • Oversee the function, management, planning, execution, verification & reporting of operations of the given tasks • Preparing the relevant paperwork for assigned projects • Any other relevant tasks assigned by HPCO and DSYS officials
	Total		160			



Annexure 02 – Monthly service cost of the manpower

Sl. No.	Manpower resource	Monthly Service Cost
1.	Head -Coaching	Range - Rs. 1,45,000 to 2,65,000 per month, consolidated
2.	Head - Sport Management & Development	
3.	Head - Research & Analysis	
4.	Head - State Team Development	
5.	Head – Infrastructure	
6.	Head - IT	
7.	Head - Communications	
8.	Head - HR	
9.	Head - Finance	
10.	Head Coach	Range - Rs. 1,45,000 to 2,25,000 per month, consolidated
11.	Assistant Coach	Range - Rs. 41,420 – 1,12,000 per month, consolidated
12.	Specialist Coach (Goal keeping)	Range - Rs. 41,420 - 1,12,400 per month, consolidated
13.	Specialist Coach (Drag Flicking)	Range - Rs. 41,420 - 1,12,400 per month, consolidated
14.	Specialist Coach (Forwards)	Range - Rs. 41,420 - 1,12,400 per month, consolidated
15.	Specialist Coach (Mid-filed/Defense)	Range - Rs. 41,420 - 1,12,400 per month, consolidated
16.	Sports Scientist	Range - Rs. 80,000 to 1,45,000 per month, consolidated
17.	Strength and Conditioning Expert (Male/Female)	Range - Rs. 40,000 to 80,000 per month, consolidated
18.	Sports Physiotherapist (Male/Female)	Range - Rs. 40,000 to 80,000 per month, consolidated
19.	Sports Masseur (Male/Female)	Rs. 35,000, consolidated
20.	Video and Data Analyst	Rs. 35,000, consolidated
21.	Nutritionist	Range - Rs. 75,000 to 1,00,000 per month, consolidated
22.	Sports Psychologist	Range - Rs. 75,000 to 1,00,000 per month, consolidated
23.	Grade I Coaches	Range - Rs. 41,420 - 1,12,400 per month, consolidated
24.	Grade II Coaches	Rs. 35,000 consolidated
25.	Grade III Coaches	Rs. 25,000 consolidated
26.	Manager – Coaching	



Sl. No.	Manpower resource	Monthly Service Cost
27.	Manager – Sport Management & Development	Range - Rs.80,000 to 1,45,000 per month, consolidated
28.	Manager - Research and Analysis	
29.	Manager – Infrastructure	
30.	Manager - IT	
31.	Manager - Communications	
32.	Manager - HR	
33.	Manager - Finance	
34.	Asst. Manager – Coaching	
35.	Asst. Manager - Sport Management & Development	
36.	Asst. Manager – Infrastructure	
37.	Asst. Manager - IT	
38.	Asst. Manager - Communication	
39.	Asst. Manager - HR	
40.	Asst. Manager - Finance	

