

ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION

POSITION DESCRIPTION

1. JOB IDENTIFICATION:

- 1.1 Position Title:** Sr. National Coach III
- 1.2 Position Level:** P4
- 1.3 Major Group:** Sports and Youth Services Group
- 1.4 Sub-Group:** Sports Services
- 1.5 Job Code No.:** 17.760.03
- 1.6 Job Location (*Complete as appropriate*):**
Ministry: Education; Department: DYCS;
Division: Games & Sports; Section: _____; Unit: _____.
- 1.7 Title of First Level Supervisor (*Official title of the Supervisor*): Chief of the Division.**
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2 PURPOSE, DUTIES & RESPONSIBILITIES (*Describe the main duties and responsibilities, indicating what is done and how it is done. Duties should be presented in decreasing order of percentage of time spent on them, or in order of relative importance*):

Purpose: To provide coaching programs to the National Sport Federation and schools.

Duties and Responsibilities	% of Time
<ul style="list-style-type: none">▪ Plan for daily and annual sport programs of the National Sport Federation▪ Conduct theoretical and practical teaching/training for NIEs and other relevant personnel▪ Identify potential talents through talent hunt programs and school sport	

<p>programs</p> <ul style="list-style-type: none"> ▪ Train national athletes and teams for various regional and international competitions ▪ Improvise training methods for coaching/training youth and national athletes using locally available materials ▪ Analyze and evaluate training programs ▪ Coordinate meetings and discussions in the areas related to the discipline ▪ Conduct coaching camps for Schools and Dzongkhags as and when required ▪ Attend meetings, seminars, workshops and conferences both at National and International levels ▪ Preside as technical official during sports competitions at Dzongkhag and National levels ▪ Provide advice in construction of the sports facilities ▪ Provide basic first aid in case of minor injuries and accidents during trainings/competitions ▪ Maintain records of sport for the National Sport Federation ▪ Supervise and guide the national coach and asst. national coach 	
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3 KNOWLEDGE AND SKILLS REQUIREMENTS *(Minimum requirement for performance of work described – Level of Knowledge, Skill and Ability):*

3.1 Education: Bachelors Degree in relevant field.

3.2 Training: Must have undergone coaching courses or sport clinics conducted by a National Sport Federation or the Bhutan Olympic Committee

3.3 Length and type of practical experience required: Minimum of four years of experience as National Coach I or an equivalent experience

3.4 Knowledge of language(s) and other specialized requirements: Should have a good command over English and Dzongkha while knowing other dialects

would be of advantage. Should be computer literate.

4 COMPLEXITY OF WORK *(The nature, number and intricacy of tasks, steps, processes or methods involved in work; difficulty and originality involved in work):*

The nature of work would be complex in nature as the person would have to deal with athletes (who will be competing in regional and international competitions). Their work would involve selection of athletes at various stages and training them and then screening the group to a smaller group till a national team is formed. Thereafter, training, guiding and counselling them so that they can perform at their best is another difficult and complex task. Such work calls for fine skills and experience of working with elite athletes.

5 SCOPE AND EFFECT OF WORK *(Describe the purpose, breadth of work performance, and the effect the work has on the work of others or the functions of the organization):*

As the Senior National Coach he/she will have a great impact on the quality of the sport discipline in the country. The quality and performance of the national athletes in his/her discipline will depend on him/her. Moreover, he/she will be fully responsible for promotion and development of the sport discipline in the country.

6 INSTRUCTIONS AND GUIDELINES AVAILABLE

6.1 Instructions: *(Describe controls exercised over the work by the superior; how work is assigned, reviewed and evaluated)*

6.2 Guidelines: *(Indicate which written or unwritten guidelines are available, and the extent to which the employees may interpret, adapt or devise new guidelines):*

Instructions and guidelines will be available from the Secretary General, BOC; Joint Director, Games & Sports; the Sports coordinator and the Secretary General of the NS Federation. Instructions and guidelines will pertain to selection and training of national athletes and executing the annual programs.

They will also abide by the constitution of the National Federations and the International Federation.

7 WORK RELATIONSHIP *(Indicate the frequency, nature and purpose of contacts with others within and outside the assigned organization other than contacts with superiors):*

The person would have to deal with a wide range of people including school youth, national athletes, asst. coaches and national and international sports bodies. The person would be supervising and advising the subordinate coaches most of the time and often spending time in training the national athletes as well.

8 SUPERVISION OVER OTHERS *(Describe responsibility for supervision of other employees, including the nature of supervisory responsibilities and classification and number of subordinates):*

As the Senior National coach the person will be supervising and advising the national coach, asst. national coaches and the national athletes. He/she will need to delegate certain responsibilities to the national coach and asst. national coaches and direct and review the work of the subordinates and monitor the performance and progress of the national athletes. The person will also assess and analyze the performance of the subordinate coaches.

9 JOB ENVIRONMENT *(Describe physical exertion required, such as walking, standing, lifting heavy objects, etc., and/or any risks or discomforts such as exposure to chemicals, climbing to heights, extreme weather conditions, or other severe discomforts):*

The nature of work calls for one to be physically fit, strong and healthy and to be able work long hours physically regardless of the weather condition. He/she needs to be willing to move any time to any place of the country for imparting training and conducting sports and coaching clinics related to the discipline.

