



A society duly registered under the Tamil Nadu Societies Registration Act, 1975.

REQUEST FOR PROPOSAL (RFP)

For Engagement of Technical Director/ Senior Coach for the National Padel Team of India for the Asian Games 2026

RFP Reference No: PAI/AG/2026/002

Date of Issue: 09.03.2026

ISSUED BY: PADEL ASSOCIATION OF INDIA

No. 44/22, Arthanari Street, Swaminathapuram,
Salem Four Roads, Salem District - 636009

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com



A society duly registered under the Tamil Nadu Societies Registration Act, 1975.

TABLE OF CONTENTS

PART 1 – PROCEDURE FOR PROPOSALS	3
SECTION I - INVITATION FOR PROPOSAL.....	3
SECTION II - INSTRUCTIONS TO APPLICANTS (ITA).....	4
SECTION III - QUALIFICATION CRITERIA	7
SECTION IV – SCOPE OF WORK	8
SECTION V - PROPOSAL SUBMISSION FORMS	10
PART 2 - CONTRACT	15
SECTION VI - GENERAL CONDITIONS OF CONTRACT (GCC).....	15

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com

PART 1 – PROCEDURE FOR PROPOSALS

SECTION I - INVITATION FOR PROPOSAL

The Padel Association of India (“PAI”), a society registered under the Tamil Nadu Societies Registration Act, 1975 and the national governing body for the sport of padel in India, hereby invites proposals from qualified and experienced professionals for engagement as Technical Director / Senior Coach for the National Team of Padel in preparation for the Asian Games 2026.

PAI intends to appoint a highly experienced professional to design and implement a structured preparation framework for Team India aligned with Long-Term Athlete Development (LTAD) principles and international best practices.

The engagement shall be contractual in nature and governed by the terms set out in this Request for Proposal (“RFP”). Interested applicants are requested to submit their proposals in accordance with the submission process specified herein.

Particulars	Details
RFP Reference No.	PAI/AG/2026/002
Name of Work	Engagement of Technical Director/ Senior Coach for Indian Padel team for the Asian Games 2026
Publication of RFP Document	09.03.2026
Start of Period for Seeking Clarifications	09.03.2026
End of Period for Seeking Clarifications	12.03.2026
Contact Person for Clarifications	Anwasha Sinha, Email: contact@padelassociationofindia.com
Proposal Submission Start Date	09.03.2026
Proposal Submission End Date & Time	12.03.2026
Mode of Submission	Email submission to contact@padelassociationofindia.com
Evaluation of Proposals	13.03.2026
Tentative Interview Dates	13.03.2026 to 19.03.2026
Appointment of Technical Director/ Senior Coach	20.03.2026
Commencement of Assignment	Immediately upon issuance of the Authorization Letter by PAI.

In the event any of the above-mentioned dates are declared a holiday or non-working day for PAI, the activity shall take place on the next working day at the same time. This RFP is non-transferable and is issued solely for the purpose stated herein.

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com

SECTION II - INSTRUCTIONS TO APPLICANTS (ITA)

A. PREAMBLE

1. Introduction

- 1.1. The PAI has issued this RFP for the engagement of a Technical Director/ Senior Coach to lead and oversee the high-performance preparation of the Nation team of Padel for the Asian Games 2026, as described in the relevant sections of this RFP.
- 1.2. This section provides information and instructions to assist prospective Applicants in the preparation and submission of their Proposals. It also sets out the procedure to be adopted by PAI for the receipt, scrutiny, evaluation of Proposals, and issuance of the Authorization Letter for engagement.
- 1.3. Applicants are advised to carefully read and examine all terms, conditions, and instructions contained in this RFP prior to submission. Failure to furnish the required information or to comply with the instructions contained herein may result in rejection of the Proposal.

2. Language of Proposal

- 2.1. The Proposal submitted by the Applicant, and all correspondence and documents exchanged between the Applicant and PAI in relation thereto, shall be in the English language.

B. RFP DOCUMENTS

3. Content of RFP

3.1. The RFP includes:

- Section I - Invitation for Proposal (IFP)
- Section II - Instructions to Applicants (ITA)
- Section III – Qualification Criteria
- Section IV – Scope of Work
- Section V - Proposal Submission Forms
- Section VI - General Conditions of Contract (GCE)

4. Amendments to the RFP

- 4.1. At any time prior to the deadline for submission of Proposals, PAI may, for any reason deemed appropriate, modify or amend this RFP by issuing an addendum, corrigendum, or clarification. Any such amendment or clarification shall be communicated through official channels and shall form an integral part of this RFP and be binding on all Applicants.

5. Clarification of the RFP

- 5.1. Any Applicant requiring clarification regarding any aspect of this RFP may submit its queries in writing via email to the designated contact person within the timelines specified in **Section I** (Invitation for Proposal). PAI shall endeavour to respond to such queries in due course and may circulate such clarifications to all prospective Applicants, without disclosing the identity of the Applicant seeking the clarification.

C. PREPARATION OF PROPOSALS

6. Documents Comprising the Proposal

- 6.1. The Proposal shall be submitted electronically in a single consolidated email containing all required documents in PDF format. The subject line of the email shall clearly state:
“Proposal – Technical Director/ Senior Coach – Asian Games 2026”.
- 6.2. The Proposal shall comprise two (2) distinct parts submitted as separate attachments within the same email, as follows:
 - 6.2.1. **Part 1: Technical Proposal:** This part shall contain all documents demonstrating the Applicant’s eligibility, qualifications, coaching experience, and understanding of the high-performance assignment.
 - 6.2.2. **Part 2: Declarations and Forms:** This part shall contain duly completed and signed forms, declarations, and confirmations as prescribed under this RFP.
- 6.3. Applicants shall ensure that the Proposal is complete in all respects and that all required documents are duly executed. Any Proposal that is incomplete, improperly submitted, or contains misleading, inconsistent, or false information may be rejected by PAI at its sole discretion.

7. Contents of the Technical Proposal

- 7.1. The Technical Proposal shall include the following documents:
 - a) Documentary evidence demonstrating compliance with the Qualification Criteria specified in **Section III**, including details of elite-level coaching experience in Padel, Tennis, Squash, or related racquet sports;
 - b) A detailed professional profile of the Applicant, including coaching background, certifications, high-performance exposure, and relevant international or national engagements;
 - c) A comprehensive note outlining the Applicant’s understanding of the assignment and proposed methodology for designing and implementing a High Performance Programme for Team India in preparation for the Asian Games 2026;
 - d) Proposed annual and multi-year training strategy (indicative framework);
 - e) Details of prior experience in preparing athletes or teams for continental, international, or multi-sport events;
 - f) A declaration confirming the absence of any conflict of interest, or full disclosure of any potential conflict that may arise in relation to the assignment including athlete training centres, academies, private facilities, or affiliated players;
 - g) Any additional information that the Applicant considers relevant to demonstrate suitability for the assignment.

8. Contents of Declaration and Forms

- 8.1. The following documents shall be submitted:
 - a) Conflict of Interest Declaration;
 - b) Declaration of Non – Blacklisting (if applicable);
 - c) Authorization of Signatory, where the Proposal is submitted on behalf of an entity or organization; and

d) Any other declaration prescribed under this RFP.

9. Proposal Validity

9.1. The Proposal shall remain valid for acceptance for a period of fifteen (15) days from the Proposal submission deadline specified in this RFP. Any Proposal valid for a shorter period may be treated as non-responsive and rejected by PAI at its discretion.

10. Signing of Proposal

10.1. The Proposal shall be duly signed by the Applicant or by a person authorized to bind the Applicant. Where the Proposal comprises multiple documents, the Applicant shall ensure that all documents are duly executed or digitally signed, as applicable.

D. SUBMISSION OF PROPOSAL

11. Submission of Proposals

11.1. Proposals shall be submitted electronically to the email address specified in **Section I** on or before the submission deadline indicated therein.
11.2. PAI may, at its discretion, extend the deadline for submission of Proposals by issuing a communication or amendment to this RFP.

12. Late Proposals

12.1. Any Proposal received after the deadline for submission specified in this RFP may be rejected by PAI and may not be considered for evaluation.

E. PROPOSAL OPENING AND EVALUATION

13. Opening of Proposals

13.1. Proposals received within the stipulated deadline shall be opened and reviewed internally by PAI. As the Proposals are submitted electronically, no public opening shall take place.
13.2. PAI shall constitute an Evaluation Committee to examine the Proposals and assess the suitability of Applicants for engagement as Technical Director/ Senior Coach.

14. Scrutiny and Evaluation of Proposals

14.1. PAI shall evaluate the Proposals based on compliance with the Qualification Criteria specified in **Section III**, the Applicant's coaching credentials and certifications, elite-level and international experience, demonstrated high-performance planning capability, understanding of long-term athlete development, and overall leadership and team management capability.
14.2. PAI may, at its discretion, seek additional information, clarifications, or supporting documents from any Applicant during the evaluation process.
14.3. PAI may also invite one or more Applicants for interaction, discussion, or presentation, if considered necessary for assessing their suitability.
14.4. As the remuneration for this engagement shall be determined separately by PAI, financial

bids are not required at the proposal stage. The decision of PAI regarding evaluation and appointment shall be final.

F. APPOINTMENT OF TECHNICAL DIRECTOR/ SENIOR COACH

15. PAI's Right to Accept or Reject Proposals

- 15.1. PAI reserves the right to accept or reject any Proposal, and to annul the proposal process and reject all Proposals at any time prior to the appointment of the Technical Director/ Senior Coach, without thereby incurring any liability to any Applicant and without any obligation to assign reasons for its decision.
- 15.2. PAI reserves the right to modify the scope of engagement, tenure, or reporting structure prior to issuance of the Authorization Letter.

16. Notification of Appointment

- 16.1. Prior to the expiry of the Proposal validity period, PAI shall notify the selected Applicant in writing of its decision to appoint the Applicant as Technical Director/ Senior Coach.
- 16.2. The appointment shall be formalized through the issuance of an Authorization Letter or other written communication by PAI.
- 16.3. Upon issuance of such Authorization Letter, the engagement shall be deemed to commence in accordance with the terms set out in this RFP.

17. Ethical Conduct and Integrity

- 17.1. Applicants are expected to observe the highest standards of integrity and professional conduct in relation to this RFP process and the execution of the assignment. PAI reserves the right to reject any Proposal or terminate the engagement if it determines that the Applicant has engaged in corrupt, fraudulent, misleading, or unethical practices in connection with the proposal process or the performance of the assignment.

SECTION III - QUALIFICATION CRITERIA

A. QUALIFICATION CRITERIA

Applicants must satisfy the following minimum qualification criteria. Applicants who fail to provide documentary evidence demonstrating compliance with the criteria may be considered non-responsive.

S. No.	Criteria	Documentary Evidence Required
1	Age: Applicants should preferably be below sixty-five (65) years of age as on the date of commencement of the engagement. PAI may relax this requirement in exceptional cases based on demonstrated experience and credentials.	Copy of passport, government-issued ID, or other document indicating date of birth.
2	Nationality: Indian or foreign nationals may apply. Engagement of foreign nationals shall be subject to	Copy of passport or government-issued identity

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com

	applicable visa requirements and statutory approvals under Indian law.	document.
3	Educational & Professional Qualifications: Internationally recognised coaching certification in padel issued by a reputed body such as the International Padel Federation (FIP), or an equivalent certification in associated racquet sports (such as tennis or squash). Advanced or elite-level coaching certifications and exposure to high-performance systems shall be considered desirable.	Copies of coaching certifications, training credentials, or relevant professional qualifications.
4	Coaching Experience: Minimum eight (8) years of elite or high-performance coaching experience, with demonstrated experience in preparing national or international athletes. Experience in continental or multi-sport events and engagement with national federations or high-performance centres shall be considered desirable.	Detailed curriculum vitae, along with supporting documents such as appointment letters, references, or records of athlete achievements.
5	Technical Competence: Demonstrated understanding of modern padel tactics and techniques, competition planning, and training periodisation, including the ability to develop structured annual or multi-year training plans for elite athletes.	Brief statement of coaching philosophy or methodology, along with relevant work samples or references where available.
6	Leadership & Team Management: Demonstrated ability to lead multidisciplinary teams and work with athletes, support staff, and federation officials within a high-performance sporting environment.	Curriculum vitae and brief description of prior leadership roles or team management responsibilities.

SECTION IV – SCOPE OF WORK

The selected Technical Director/ Senior Coach shall be responsible for leading and implementing the high-performance preparation of the National Padel Team of India in the lead-up to the Asian Games 2026, in accordance with applicable policies and directions issued by PAI.

1. High Performance Programme

The Technical Director/ Senior Coach shall:

- a. design and implement a structured High Performance Programme for the Indian National Padel Team based on Long-Term Athlete Development (LTAD) principles and international best practices;
- b. develop a preparation roadmap for the Indian team in the lead-up to the Asian Games 2026; and
- c. contribute to the development of a structured athlete development pathway for future international competitions.

2. Coaching and Athlete Preparation

The Technical Director/ Senior Coach shall:

- a. conduct and supervise national coaching camps and training programmes;
- b. oversee athlete preparation, assessments, and performance monitoring; and
- c. support the conduct of selection trials and evaluation processes in coordination with PAI.

3. Coordination and Governance

The Technical Director/ Senior Coach shall:

- a. coordinate with the Executive Committee and Selection Committee of PAI on matters relating to team preparation and technical strategy;
- b. submit periodic technical and performance reports to PAI;
- c. assist PAI in developing and refining the national ranking structure and selection criteria; and
- d. assist in the technical planning of the national competition calendar.

4. Deliverables

The Technical Director/ Senior Coach shall:

- a. High Performance Strategy Document;
- b. Annual and multi-year training plan for elite athletes;
- c. periodic performance and progress reports; and
- d. a final preparation report prior to the Asian Games 2026.





A society duly registered under the Tamil Nadu Societies Registration Act, 1975.

SECTION V - PROPOSAL SUBMISSION FORMS

A. PROPOSAL SUBMISSION FORM

Date: _____

To,
Ms. Manisha Malhotra
The General Secretary,
Padel Association of India
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

Ref: RFP No. PAI/AG/2026/002 dated 09.03.2026– Engagement of Technical Director / Senior Coach for the Indian National Padel Team in preparation for the Asian Games 2026.

We, the undersigned, having examined the above-mentioned Request for Proposal (“RFP”), including amendment(s)/corrigendum(s), if any, hereby submit our Proposal for engagement as Technical Director / Senior Coach in accordance with the terms and conditions contained therein.

We confirm that we have carefully reviewed and understood the scope of work, responsibilities, and conditions of engagement described in the RFP and agree to perform the assignment in conformity with the provisions contained therein.

We acknowledge that the engagement contemplated under this RFP shall be subject to the policies, directions, and governance framework of the Padel Association of India, including matters relating to athlete selection and team preparation.

We agree to all terms and conditions of the General Conditions of Contract as per **Section VI**. We further understand that PAI is not bound to accept any Proposal received pursuant to this RFP. We agree to keep our Proposal valid for acceptance for a period of fifteen (15) days from the proposal submission deadline specified in the RFP.

We confirm that we do not stand de-registered/banned/blacklisted by any Government Authorities in India. We confirm that we fully agree to the terms and conditions specified in the above-mentioned RFP, including amendment (*if any*).

Duly authorised to sign Proposal

Name of Applicant: _____

Name of Authorized Signatory: _____

Designation: _____

Signature: _____

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com



A society duly registered under the Tamil Nadu Societies Registration Act, 1975.

Date: _____

Place: _____

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com

B. APPLICANT PROFILE & EXPERIENCE FORMAT

Sr. No.	Particulars	Details
1.	Name of Applicant	
2.	Address	
3.	Contact Details (Email & Phone)	
4.	Professional Background	
5.	Years of Relevant Experience	
6.	Experience in Organising Tournaments/Trials	
7.	Experience with State/Regional/National/International Teams (if any)	
8.	Key Assignments Undertaken	
9.	References (if any)	



A society duly registered under the Tamil Nadu Societies Registration Act, 1975.

C. CONFLICT OF INTEREST DECLARATION FORM

To be submitted on the Applicant's Letterhead)

Date: _____

To,
Ms. Manisha Malhotra
The General Secretary,
Padel Association of India
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

Ref: RFP No. PAI/AG/2026/002 dated 09.03.2026

Subject: Declaration of conflict of interest

Dear Madam,

I/We hereby declare that no actual or potential conflict of interest exists that may affect impartial execution of the assignment. I/We undertake to immediately disclose any conflict that may arise during the course of the engagement.

Signature: _____

Name: _____

Date: _____

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com



A society duly registered under the Tamil Nadu Societies Registration Act, 1975.

D. NON-BLACKLISTING AND INTEGRITY DECLARATION FORM

(To be submitted on the Applicant's Letterhead)

Date: _____

To,
Ms. Manisha Malhotra
The General Secretary,
Padel Association of India
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

Ref: RFP No. PAI/AG/2026/002 dated 09.03.2026

Sub: Declaration regarding Non-Blacklisting

Dear Madam,

We hereby declare that M/s / Mr. / Ms. _____ (name and address of the Applicant) has not been blacklisted, debarred, or declared ineligible by any Government authority, national sports federation, or public body in India as on the date of submission of this Proposal.

We further confirm that we shall promptly inform PAI if any such action is initiated or taken against us at any stage during the RFP process or the engagement.

We understand that if any information contained in this declaration is found to be false or misleading, PAI may reject our Proposal or terminate our engagement, without prejudice to any other rights available to it.

Yours faithfully,

[Details of Applicant to be inserted]

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com

PART 2 - CONTRACT

SECTION VI - GENERAL CONDITIONS OF CONTRACT (GCC)

The provisions of this Section shall govern the engagement of the Technical Director/ Senior Coach pursuant to this RFP.

1. Application

1.1. These General Conditions of Contract shall apply to the engagement of the Technical Director/ Senior Coach pursuant to this RFP and shall govern the relationship between PAI and the selected Applicant unless expressly modified by written communication issued by PAI.

2. Nature of Engagement

2.1. The selected Applicant shall be engaged on a contractual basis as Technical Director/ Senior Coach for the National Team of Padel in India for the purposes described in this RFP.

2.2. This engagement shall not create any right to permanent employment or any employer-employee relationship beyond the contractual engagement contemplated herein.

3. Commencement and Duration

3.1. The engagement shall commence upon issuance of the Authorization Letter by PAI.

3.2. The engagement shall remain valid for the period specified by PAI, unless terminated earlier in accordance with the provisions of this Section.

4. Remuneration

4.1. The Technical Director/ Senior Coach shall be entitled to consolidated remuneration, the amount of which shall be determined by the competent authority of PAI.

4.2. The remuneration shall be inclusive of all duties and responsibilities associated with the engagement.

4.3. Payments shall be subject to applicable deductions, including Tax Deducted at Source (TDS) under the Income Tax Act, 1961.

4.4. No additional allowances or benefits shall be payable unless expressly approved in writing by PAI.

4.5. Accommodation or stay arrangements, if any, shall be subject to separate approval by PAI.

5. Travel and Transport

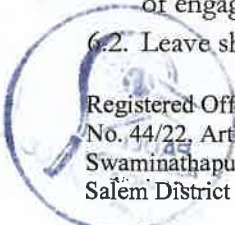
5.1. No separate transport allowance shall be payable.

5.2. Official travel undertaken in connection with the assignment may be reimbursed in accordance with the applicable policies of PAI, subject to prior approval.

6. Leave

6.1. The Technical Director/ Senior Coach may avail leave on a pro-rata basis during the period of engagement, subject to approval by PAI.

6.2. Leave shall not be carried forward or encashed.



Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District - 636009

6.3. Unauthorized absence may attract disciplinary action or termination of engagement.

7. Confidentiality

- 7.1. The Technical Director/ Senior Coach shall maintain strict confidentiality of all information, data, deliberations, and documents relating to athletes, trials, rankings, or selection processes.
- 7.2. The Technical Director/ Senior Coach shall not disclose such information to any third party without prior written approval of PAI.
- 7.3. This obligation shall survive completion or termination of the engagement.

8. Ethical Conduct

- 8.1. The Technical Director/ Senior Coach shall adhere to applicable athlete welfare norms, anti-doping regulations, and governance guidelines issued by PAI and other competent sporting authorities.

9. Termination and Extension of Contract

- 9.1. PAI may terminate the engagement by written notice in the event of breach of contractual obligations, misconduct, or failure to perform duties in accordance with this RFP.
- 9.2. AI reserves the right to terminate the engagement in accordance with its internal policies and applicable contractual provisions.
- 9.3. Extension of Contract: Any extension of the engagement shall be subject to performance appraisal and approval of the competent authority of PAI.

10. Force Majeure

- 10.1. Neither party shall be liable for failure or delay in performance of its obligations under this contract if such failure or delay is caused by an event of Force Majeure.
- 10.2. For the purposes of this clause, Force Majeure shall mean any event beyond the reasonable control of the affected party, including but not limited to natural disasters, acts of war, epidemic or pandemic, governmental restrictions, or any other unforeseen circumstance preventing performance.

11. Dispute Resolution

- 11.1. Any dispute or difference arising out of or in connection with this engagement shall be referred to the sole arbitration of an Arbitrator appointed by the Padel Association of India. The arbitration shall be conducted in accordance with the Arbitration and Conciliation Act, 1996.
- 11.2. The seat and venue of arbitration shall be New Delhi, and the award of the Arbitrator shall be final and binding on the parties.
- 11.3. Subject to the above, the courts at New Delhi shall have exclusive jurisdiction in relation to matters arising from this engagement.

12. Applicable Law

- 12.1. The contract shall be governed by and interpreted in accordance with the laws of India for the time being in force.

Registered Office:
No. 44/22, Arthanari Street,
Swaminathapuram, Salem Four Roads,
Salem District – 636009

www.padelassociationofindia.com

