

**USA TABLE TENNIS (USATT)
TEAM STAFF SELECTION PROCEDURES
2010 YOUTH OLYMPIC GAMES
December 2, 2009**

These procedures provide for selection of USATT's Team Staff (Team Leader/Coach) for the 2010 Youth Olympic Games, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the NGB's criteria for Team Leader/Coach position (attach a job description, if any)?

If USATT receives two (2) Team Staff credential allocations, one (1) Team Leader and one (1) Coach will be selected.

In the event USATT receives one (1) Team Staff credential, USATT will select a Coach for the 2010 Youth Olympic Games.

Team Leaders must:

- i. Successfully pass a USOC approved background check.
- ii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- iii. Have the ability to work effectively with the USOC.
- iv. Have strong administrative, communication and organizational capabilities/skills.
- v. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- vi. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- vii. Attend for the entire duration of the Games.
- viii. Have the NGB's approval to make financial decisions regarding the Team.
- ix. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- x. Participate in the cultural and educational program, as requested.
- xi. Willingness and ability to work and dedicate time to planning, administration and crisis management issues.
- xii. Previous Olympics, Pan Am or Worlds Team Leader experience preferred but not required.

Coaches must:

- i. Successfully pass a USOC approved background check.
- ii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- iii. Attend for the entire duration of the Games.

- iv. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- v. Participate in the cultural and educational program, as requested.
- vi. Trained and skilled with respect to mental, physical and at-the-table training, playing strategy and techniques.
- vii. Proven experience/ability as National Team Coach to motivate, understand & work effectively with athletes.
- viii. Possess effective administrative and organizational skills.

2. How will the NGB make known the Team Leader/Coach position and/or application process?

The positions and requirements will be posted on the USATT web page at: www.usatt.org. Those interested in a position will be asked to submit a resume to USATT by March 1, 2010.

3. Describe the intended method of:

- A. Identifying the pool of candidates to be considered for the Team Leader/Coach position:

The High Performance Advisory Committee (HPA), AAC representative, High Performance Director and the CEO will review all of the resumes submitted by the candidates for the Team Leader and Coach position. All candidates who meet the prerequisites listed in #1 above will be considered for the Team Leader or Coach position.

- B. Selecting the candidate(s) who best fits the job description for Team Leader/Coach (please include the individual(s) and/or committee that makes the selection):

Candidate(s) will be selected by the HPA Committee, AAC representative, High Performance Director, and the CEO, based on the criteria listed in #1 above.

4. Describe the removal of Team Staff:

An individual who is to be nominated as Team Staff by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB.

- Voluntary withdrawal. Team Staff nominee must submit a written letter to the NGB CEO/Executive Director.
- Injury or illness as certified by an approved NGB physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved NGB physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the NGB's Code of Conduct.

Once a Team Staff nomination is accepted by the USOC, the individual is subject to the USOC Code of Conduct and Grievance Procedures.

5. Describe the replacement of Team Staff:

In the event that the Nominated Team Staff member is unable to perform their duties, for injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the applicable positions criteria listed above.

6. Conflict of Interest:

An individual who is being considered for a Team Staff position and who is involved in the selection process shall recuse him or herself from any discussion or decision involving selection of the applicable Team Staff position.

7. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB in the following locations and will include the USOC approval date:

A. Web site: www.usatt.org

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

B. Official Publication (if any): USATT Magazine

C. Other: N/A

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Michael D. Cavanaugh	<i>Michael D. Cavanaugh</i>	12/2/09
USOC Athletes' Advisory Council Representative*	Whitney Ping	<i>Whitney Ping</i>	12/2/09

*If USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.