

USA Table Tennis
TEAM LEADER SELECTION PROCEDURES
2011 PAN AM GAMES
August 31, 2010

These procedures provide for selection of USA Table Tennis (**USATT**) Team Leader for the 2011 Pan Am Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

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

Team Leader 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. Be available for entire duration of the Games.
 - viii. Have the NGB's/PSO'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. Have experience in administrative and athlete relations, previous Olympics, Pan Am or Worlds Team Leader experience is preferred but not required.
 - xi. Have the ability to understand and manage athlete issues.
 - xii. Possess the willingness and ability to work and dedicate time to planning, administration and crisis management issues.
2. How will the NGB/PSO make known the Team Leader position and/or application process?

The position and application requirements will be posted on the USATT web page at:

<http://www.usatt.org>

3. Describe the intended method of:

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

Those that apply, and who meet the criteria in #1 above.

B. Selecting the candidate(s) who best fits the job description for Team Leader:

Candidates will be selected based on the criteria listed in #1 above. The best qualified candidate will be recommended by the High Performance Advisory Committee, AAC Representative, and the High Performance Technical Director, then will be submitted to the USOC for final approval.

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by USATT may be removed as a nominee for any of the following reasons, as determined by the NGB/PSO:

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

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

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader, 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 criteria listed in #1 above.

6. Which group/committee will make the final:

- A. Recommendation of the Team Leader?
High Performance Advisory Committee, AAC representative and High Performance Technical Director.
- B. Approval for the Team Leader?
High Performance Advisory Committee, AAC representative, High Performance Technical Director and the USATT CEO.

7. Conflict of Interest:

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

8. Publicity/Distribution of Procedures:

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

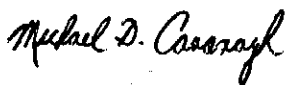

A. Web site: <http://www.usatt.org>

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

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	Michael Cavanaugh		9/2/10
USOC Athletes/ Advisory Council Representative*	Whitney Ping		9/2/2010

*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.