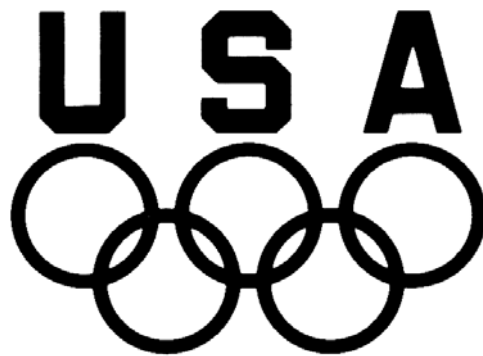


**United States
Olympic Committee**



**TEAM STAFF
SELECTION PROCEDURE FORM**

**for the
2010 YOUTH OLYMPIC GAMES**

February 2010

USA Track & Field
TEAM STAFF SELECTION PROCEDURES
2010 YOUTH OLYMPIC GAMES
Athletics
March 11, 2010 (amended 31 March)

These procedures provide for selection of USA Track & Field'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)?

USATF requests the following positions: (1) Team Leader, (1) Associate Team Leader and (3) Coaches

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 USA Track & Field'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 cultural and education program as requested.
- xi. Be able to serve as a head of delegation as described in the USOC Team Leader job description.
- xii. Be able to serve as the communication link between USATF and the USOC and IAAF.
- xiii. Be a National Office Staff member with experience and proven ability leading international teams.
- xiv. Be able to establish harmonious relationships with athletes and other team personnel.
- xv. Be able to handle crisis management situations as well as routine administrative duties.

- xvi. Possess excellent working knowledge of the USOC, IOC and IAAF structure and protocol.

Associate Team Leader must:

- i. Be willing to serve at the discretion of the Team Leader.
- ii. Successfully pass a USOC approved background check.
- iii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- iv. Have the ability to work effectively with the USOC.
- v. Have strong administrative, communication and organizational capabilities/skills.
- vi. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- vii. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- viii. Be available for entire duration of the Games.
- ix. Have USA Track & Field's approval to make financial decisions regarding the Team.
- x. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- xi. Participate in cultural and education program as requested.
- xii. Be able to serve as a head of delegation as described in the USOC Team Leader job description.
- xiii. Be able to serve as the communication link between USATF and the USOC and IAAF.
- xiv. Be a National Office Staff member with experience and proven ability leading international teams.
- xv. Be able to establish harmonious relationships with athletes and other team personnel.
- xvi. Be able to handle crisis management situations as well as routine administrative duties.
- xvii. Possess excellent working knowledge of the USOC, IOC and IAAF structure and protocol

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. Be available for 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 cultural and educational program as requested.
- vi. Be a club or high school coach who is active in USA Track & Field's (USATF) Youth Athletics Program.
- vii. Be a 2010 registered member of USATF in good standing.
- viii. Be able to attend (at their own expense) the 2010 U.S. Area Youth Olympic Selection Trials - Track & Field on April 3,

2010 (site TBA) to work with the athletes nominated for consideration to the Youth Olympic Team.

- ix. Have at least one (1) year's experience serving as a coach on a USATF International Youth Team.
 - x. At the time of application submit to the USATF Youth Division's International Team Selection Committee:
 - 1. Three (3) Personal References
 - 2. Three (3) Professional References
 - 3. Medical clearance from a family doctor for travel abroad and confirmation of the applicant's physical ability to perform the assigned job responsibilities
2. How will the NGB make known the Team Leader/Coach position and/or application process?

Coaches

- i. USA Track & Field will post the selection procedures at www.usatf.org.
- ii. Send email blast announcing the coaches' selection process to all registered youth coaches who meet the experience criteria.
- iii. Email to USATF Association Offices for distribution to their constituencies.
- iv. Email to the National High School Federation for distribution to all high school coaches who meet the criteria.

Team Leader and Associate Team Leader will be appointed from the National Office Management thus no application process will be necessary.

3. Describe the intended method of:

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

Team Leader - USATF CEO in consultation with the Chief of Sports Performance and the Director of International Teams will appoint a National Office staff member with experience in leading international teams.

Associate Team Leader - USATF CEO in consultation with the Chief of Sports Performance and the Director of International Teams will appoint a National Office staff member with experience in leading international teams.

Coaches - The pool of candidates to be considered for all coaching positions will be nominated from a list of past international youth team staff members. Three coaches will be selected from the pool of nominees by the Youth Division's International Team Staff Selection Committee. Final selection will be based upon experience.

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

Team Leader – USATF CEO in consultation with the Chief of Sports Performance and the Director of International Teams will appoint a National Office staff member with experience in leading international teams.

Coaches – The Youth Division’s International Team Selection Committee (listed below) will be responsible for selecting the individuals to serve as coaches. USATF’s National Office Management will oversee the process.

Youth Division’s International Team Staff Selection Committee
Lionel Leach, Youth Division Chairman
Harold “Lefty” Martin, Youth Division member
John Wissler, Youth Division member
Joanna Hayes, Athlete Representative

4. Describe the removal of Team Staff:

An individual who is nominated as Team Staff by USA Track & Field 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 CEO of USA Track & Field with a copy to the Chairman of the USATF Youth Division.
- Injury or illness as certified by an approved USA Track & Field physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved USATF physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of USATF’s Statement of Conditions (Attachment B).

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. The replacement will come from the alternate staff list developed by the International Team Selection Committee of USATF.

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.

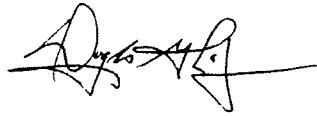

7. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by USA Track & Field in the following locations and will include the USOC approval date.

A. USA Track & Field website: www.usatf.org/youth The website information will be posted as soon as possible, but not more than 5 business days following notice of approval by the USOC.

B. Other (if applicable):

- Email to USATF Association Offices for distribution to their constituencies.
- Email to the National High School Federation for distribution to all high school coaches who meet the criteria.
- Email USATF youth coaches' membership

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Douglas G. Logan		3/16/2010
USOC Athletes' Advisory Council Representative*	Joanna Hayes		3/16/2010

*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.