



## Coach Selection Policy For Elite Events

### 1. What is the Coach Selection Policy?

USA Badminton (USAB) controls all USAB elite events both for Adults and Juniors. The Coach Selection Policy (CSP) provides direction to USAB National Office, the High Performance Advisory Group (HPAG), coaches, athletes and other related groups on the process of selecting coaching staff for all events as defined above. The purpose of the CSP is to ensure a transparent and accountable selection process as well as maintain a high standard of coaching and development for U.S. High Performance Athletes.

### 2. Policy Development Rationale

- USOC funds USAB's High Performance Initiatives. One of USOC's funding performance benchmarks is the development of USAB's Coach Education Structure.
- There is a need to:
  - Maintain a High-Performance Coach Pool (HPCP) of adequate size for all activities.
  - Improve the quality of the HPCP by constant exposure to high level competitions
  - Increase the number of next generation high performance coaches through mentoring by lead HPCP coaches at major events, developmental tours, conferences, courses, one-on-one mentoring sessions, etc
- The gradual increase in the number of clubs and an anticipated increase in the number of Level 4 High Performance coaches.
- Develop a clearer and balanced system for coach selection for USOC and USA Badminton elite events\* as well as USAB elite events\*\*.
- Develop coach growth development opportunities for next generation high performance coaches.

#### Note

- USOC and USA Badminton elite events\* - Olympic Games, Pan Am Games & Youth Olympic Games
- USAB elite events\*\* - Sudirman Cup (World Mixed Team Championships), Thomas Cup (World Men's Team Championships), Uber Cup (World Women's Team Championships), World Junior Championships, Pan Am Championships, Pan Am Junior Championships.

### 3. Who can apply for USAB Projects

- **Lead coach positions** for all Group Projects - members of the High-Performance Coach Pool (HPCP) who have an active USAB Level 4 certification (current background check on file & current USAB member in good standing).
- Assistant coach positions** on Group B-C Projects - Any USAB Level 2-4 Coaches who have active USAB certification (current background check on file & current USAB member in good standing).

### 4. High Performance Coach Pool (HPCP)

It is essential that athletes have access to qualified coaches throughout the athlete development pathway. At the high-performance level, it is particularly important that athletes have access to full-time remunerated, professional coaches. For the last decade USAB has not had the budget to directly hire national coaches on a full-time basis.

Therefore, in order to support the high-performance athletes especially for USAB focused events (see below), USAB formed the HPCP in 2005 to service the high performance athletes in the USAB focused events as head/lead coaches, guide next generation high performance coaches at these events, provide mentoring outside main events; run camps; and contribute to coach education.

### How High-Performance Coaches become members of the HPCP?

USAB invites all Level 4 High Performance Coaches who are actively involved in high performance programs are invited to join the HPCP.

## 5. USA Focused High Performance Projects

Group A Projects	
Event	Remarks
<ul style="list-style-type: none"> <li>Olympic Games</li> <li>Pan Am Games</li> <li>Youth Olympic Games</li> </ul>	<ul style="list-style-type: none"> <li>Application open to all HPCP members as lead coaches.</li> <li>Selection will also take into consideration the overall contribution to all USAB elite Projects over the quad.</li> <li>If USAB Olympic Project involves USOC Project Gold / HP Funding, special consideration will be taken into account.</li> <li>All other criteria as published in the USAB Coach Selection Procedure as approved by the USOC .</li> </ul>

Group B Projects	
Adult Events	
<ul style="list-style-type: none"> <li>Sudirman Cup</li> <li>Thomas Cup</li> <li>Uber Cup</li> <li>World Championships</li> <li>Pan Am Championships</li> </ul>	<ul style="list-style-type: none"> <li>Application open to all HPCP members as lead coaches.</li> <li>Applicant will receive <u>only ONE (1)</u> from this group.</li> <li>Applicant MUST prioritize in order of importance (1-7) in all boxes in the application form.</li> <li>Selection will also take into consideration which event the coach had applied the year before and which event was assigned.</li> </ul>
Junior Events	
<ul style="list-style-type: none"> <li>World Junior Championships</li> <li>Pan Am Junior Championships</li> </ul>	

## Group C Projects

Tours	
<ul style="list-style-type: none"> <li>Adult Team International Tour</li> <li>U-17 Junior Development Tour</li> <li>U-15 Junior Development Tour</li> </ul>	<ul style="list-style-type: none"> <li>Application open to all HPCP members as lead coaches.</li> <li>Applicant may receive <u>ONE (1) to TWO (2)</u> from this group.</li> <li>Applicant MUST prioritize in order of importance (1-7) in all boxes.</li> <li>Selection will also take into consideration which event the coach had applied the year before and which event was assigned.</li> </ul>
Camps	
<ul style="list-style-type: none"> <li>Team USA Camps such: Singles, Doubles, etc</li> <li>U-17 Team USA Junior Camp</li> <li>U-15 Team USA Junior Camp</li> <li>U-13 Team USA Junior Camp</li> </ul>	

## Group D Projects

Coaching Education	
<ul style="list-style-type: none"> <li>• Mentoring (Guiding &amp; Advising) new coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Compulsory</li> </ul>
<ul style="list-style-type: none"> <li>• Course Instructor</li> <li>• Conference/Workshop/Seminar Presentation</li> <li>• Contributing to/Writing course material</li> <li>• Contributing to production of visual resources (videos)</li> </ul>	<ul style="list-style-type: none"> <li>• Application open to all HPCP members as lead coaches.</li> <li>• Applicant may receive <u>ONE (1) to TWO (2)</u> from this group.</li> <li>• Applicant <b>MUST</b> prioritize in order of importance (1-4) in all boxes.</li> <li>• Selection will also take into consideration which event the coach had applied the year before and which event was assigned.</li> </ul>

### 6. Coach Selection Group (CSG)

The High Performance Advisory Group (HPAG) acts as the USAB Coach Selection Policy and also selects the coaches for assignments.

The HPAG may work with the USAB Board to appoint a special Coach Selection Group (CSG) a specific event if it so chooses to do so.

- **Advisor:** CEO/Secretary General (CEO/SG) – Jeff Dyrek

#### HPAG Composition:

- USAB High Performance Advisory Group Chair – Chris Hales (HPAG Chair)
- USAB Board Chair & Junior Advisory Group (JAG) Chair – Cora Tan
- USAB Coach Director on the USAB Board – Carl Khor
- Director of Coaching & High Performance (DCHP)– Mohan Subramaniam
- USAB AAC Rep for the USOC – May Mangkalakiri

### 7. Conflict of Interest

Members of the HPAG/CSG must recuse themselves from decision making regarding coach selection if they have substantial familial or financial interest with the individuals concerned.

### 8. Selection Principles

- **Standards** - the coach knows exactly the nature of the selection process. This means ensuring that the coach is aware of the standards or criteria that have to be met. The standards shall consist of both objective and subjective standards.
- **Transparency** – In accordance to the notion of fairness in selections, the entire process shall be transparent. That is, there should be full and frank disclosure of all of the elements of the selection process to those involved.
- **Act In Good Faith** - The HPAG/CSG members shall make their selection without bias. They shall not allow irrelevant considerations or external requests to influence their judgment.

## 9. Coach Selection Criteria

### **Essential**

*Note: The following criteria are not in the order of importance.*

A candidate must:

- Be a member of the USAB HPCP.
- Be a member in good standing with USAB and the BWF.
- Have the ability to coach and manage.
- Have sufficient experience and proven track record for the USAB to believe that he/she can handle the job effectively and efficiently.
- Have a positive relationship with elite players.
- Have successfully passed a USAB approved background check.
- Be available for the entire duration of the event.
- Be in good health and able to withstand the physical rigors of travelling with and working with the Team.
- Have the ability to work effectively with the USAB National Office, host, and other badminton federations.
- Receive consideration if the applicant HPCP Coach is the day to day coach of the majority of the athletes on the team.
- Have strong administrative, communication and organizational capabilities/skills.
  - Be responsible for Team's adherence to all rules regarding discipline at the event.
- Have an understanding of, and agreement to execute the responsibilities of coach as contained in the job description.
- Be familiar with the rules of the Badminton World Federation (BWF).
- Be prepared to participate in all activities organized by the host.
- Be a good fit for a particular event - ability of the coach to do all required activities such as athlete coaching at the level of the event, team leader, political meetings, publicity/public relations, etc
- Have appropriate experience in high performance projects.
- Regularly contribute to the overall program of high performance projects
- Meet gender balance requirements if some events need to have coaches from both genders
- Satisfy event discipline balance (Singles, Doubles & Mixed Doubles)
- Receive a fair distribution of opportunities/balance of opportunities for all HPCP coaches
- Have the ability to teach/mentor next generation high performance coaches
- Received consideration for prior hands on coaching with members of the specific project/team
- Have the ability to manage large group of athletes.
- Suit the competition format at the event.
- Have the ability to adapt to the developmental needs of the age group and athlete caliber
- Be able to deal with emotionally-charged situations with integrity and in a professional manner.

### **Desirable**

- Have experience playing at the international level, Olympics, Sudirman Cup, Thomas/Uber Cup, Pan Am Games, etc
- Have previous involvement in junior elite development programs.

## 10. Additional Coaching Staff – Assistant Coach

- Non-HPCP Level 4 as well as Level 2, & 3 HP Coaches in good standing may request to be self-pay members of USAB HP Teams as assistant coaches.
- The DCHP may offer self-pay positions for coaches on USA Teams for training & career development purposes.
- The HPAG will review and approve on any such requests or offers.
- The HPAG will make decisions on additional members of coaching staff for HP teams based on value to the team, good working relationships with lead coaches.
- The needs of the team will come first.
- Limits may be placed due limited accreditations.

## 11. Process

- Application Steps:
  - o HPCP coaches declare interest for a calendar year - application procedures for appointment shall include a written application on the appropriate application form provided by the USAB National Office (DCHP).
  - o The HPAG screens coach declaration by criteria and ranks all applicants for each coach position. The HPAG has the right to conduct an interview in person or on Skype if it deems necessary.
  - o HPAG selects full slate for all applications and forwards to the USAB National Office (DCHP).
  - o The USAB National Office shall communicate with the USAB AAC Rep (May Mangkalakiri) if there is ambiguity with the recommended list. If not, the USAB National Office shall inform the HPCP members and publish the list on the USAB website.
- If any member of the HPAG has a 'conflict of interest', he/she shall recuse themselves. The USAB National Office reserves the right to identify an alternate to assist in the selection process.
- For decisions by the HPAG, a consensus is preferred; however, voting will be used if the HPAG deems it necessary.
- In the event of a stalemate, the USAB National Office shall provide input to make a decision.
- In general, the USAB National Office will accept the HPAG's recommendations. On occasions for appropriate cause, the USAB National Office may work with the HAPG to review recommendations.
- Once the USAB National Office accepts the final recommended list, it shall be deemed that the decision of the HPAG is final. There shall be no appeal of the decision.
- If the application is for the Olympics, Pan Am Games or the Youth Olympic Games, the selection will be based on the USOC approved Coach Selection Procedures. For these events, the USOC may override HPAG's decision.

## 12. Timeline

- HPCP Coaches submit application for coach duties for the year to Mohan Subramaniam (DCHP) at [mohan@usabadminton.org](mailto:mohan@usabadminton.org) as the deadline set by USAB.
- The DCHP will send all applications to the HPAG.
- HAPG will submit the final decision on coach assignments to the USAB CEO/SG for comments.
- The USAB National Office will announce the list of coach assignments to the HPCP members and publish on the USAB website.

- It is the intention of the HPAG to select Head Coaches for all events in a timely manner at least 3 months before an event. However, if there are unavoidable situations, the HPAG reserves the right to review appointments.

**Note:**

- Applying HPCP Coaches are responsible to discuss their availability with their respective employers.
- The HPAG does not guarantee that the applicant coach will be given what they have requested.
- Incomplete application will not be considered by the HPAG. Incomplete form will be returned to the coach to complete all boxes for events.
- Full participation and contribution by a coach will affect his/her application for Group A Projects.