

USA BOXING
COACH SELECTION PROCEDURES
2016 Olympic Games
December 17, 2015
Amended February 9, 2016

These procedures provide for selection of USA Boxing's Coaches [Women's Head Coach, Men's Associate Coach, and Assistant Coach(es)] for the 2016 Olympic Games. However, accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

1. What are the NGB's criteria for Coach(es) positions (attach a job description, if any)?

Please see Attachment A for the USA Boxing Women's Head Coach & Men's Associate Coach Job Description and Attachment B for the USA Boxing Assistant Coach Job Description.

Coaches must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform the NGB and/or USOC.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Be available for entire duration of the Games.
- 1.4. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.5. Be a USA Boxing member in good standing.
- 1.6. Be a USA Boxing certified coach.
- 1.7. Have not worked as a corner person in a professional bout a minimum of six months prior to either the Olympic Games Qualifier or Olympic Games.
- 1.8. Be available for all Olympic Team Events, including training camps, competitions, and other functions set by the Executive Director, National Coach or Director of High Performance for the 2016 Olympic Games.
 - 1.8.1. For a list of Olympic Team Events & Programs, please see Attachment C.

- 1.9. Have demonstrated an overall understanding of the international style of boxing, and willingness to adapt his/her coaching style to meet the demands of the athletes.
- 1.10. Have proven ability to establish harmonious relationships with athletes and other team personnel.
- 1.11. Have proven ability to handle crisis management situations as well as routine administrative duties.
- 1.12. Have the ability to accept responsibility for the enforcement of the USA Boxing Code of Conduct leading up to and during the Olympic Games.
- 1.13. Have the ability to work non-traditional hours as required (often 16-20 hour days).
- 1.14. Have demonstrated the ability and willingness to take initiative and problem solve.
- 1.15. Have demonstrated good organizational and planning skills.
- 1.16. Possess the ability to develop and implement periodization plans and strategies.
- 1.17. Be willing to learn and work as part of a team.
- 1.18. Sign and abide by the USA Boxing Code of Conduct.

In addition to items 1.1 to 1.18 above, the Women's Head Coach must:

- 1.19. Be a three star AIBA certified coach.

In addition to items 1.1 to 1.18 above, the Men's Associate Coach and Assistant Coach(es) must:

- 1.20. Be an AIBA certified coach.

2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

Women's Head Coach

USA Boxing will not solicit applications for the Women's Head Coach position. The Women's Head Coach position will be filled by the currently employed USA Boxing Women's National Team Coach.

Men's Associate Coach & Assistant Coach(es)

Applications for the Men's Associate Coach and Assistant Coach(es) positions will be provided on USA Boxing's website starting December 22, 2015 and accepted up until January 5, 2016. (Application found at <http://www.teamusa.org/USA-Boxing>).

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for Coach position(s):

Regarding the Women's Head Coach position, refer to #2 above.

For the Men's Associate Coach & Assistant Coach position(s), all applications will be reviewed and candidates who meet the requirements in #1 will be ranked based on the following criteria:

- Current AIBA certification level.
- Has coached a USA Boxing Team in international competition or attended a USA Boxing training camp within the last four years.
- Personal Coach of an Olympic Trials Champion or athlete on a National Team within the last four years.
- Feedback provided in After Action Reports from previous events.

For the Men's Associate Coach & Assistant Coach positions, the top ranked candidates will visit Colorado Springs for an in-person interview and assessment by the USA Boxing High Performance Staff. These coaches will then be ranked based on the following criteria:

- Assessment of qualifications through question and answer session with the USA Boxing High Performance Staff. Topics of assessment to include the following:
 - Overall boxing knowledge
 - Organizational skills
 - Communication skills
 - Ability to plan and implement individual periodization plans
- Evaluation of instructional coaching skills during competition simulation.
- Individual training with athlete representative of USA Boxing Olympic Staff Selection Committee.
- Film review assessment with Women's National Team Coach.

4. Describe the removal of a Coach:

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

- 4.1. Voluntary withdrawal. Coach nominee must submit a written letter to the NGB Executive Director/CEO/President.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.

- 4.4. Violation of USA Boxing's Code of Conduct (found at <http://www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents>).

Once a Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach, at which time, in addition to any applicable NGB Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Info>

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of a Coach due to 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 and, if applicable, come from the pool of candidates described in #3 above. In the event that a replacement coach must be selected, this will be done by selecting the next highest ranked coach based on criteria listed in section 3 .

6. Which group/committee will make the final approval for the Coaches?

For the Women's Head Coach position, the USA Boxing Executive Director will nominate the currently employed Women's National Team Coach.

For the Men's Associate Coach and Assistant Coach position(s), the USA Boxing High Performance Staff will make a recommendation to the USA Boxing Olympic Staff Selection Committee who will then have final approval over nomination of the positions.

The USA Boxing Olympic Staff Selection Committee will consist of the following individuals:

- USA Boxing Executive Director
- USA Boxing Coaches Commission Member
- USA Boxing Board of Directors Independent Member
- Athlete Representative

7. Conflict of Interest:

Any individual who is being considered for a Coach position or has any other conflict of interest and is involved in the selection process must disclose this

information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Coach.

8. Date of Nomination:

The Games Staff Nomination Form with the nominated Coach(es) names, including names of any replacements (if applicable), will be submitted to the USOC on or before:



February 10, 2016
June 24, 2016

9. Publicity/Distribution of Procedures:

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

9.1. Web site: <http://www.teamusa.org/USA-Boxing>
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

9.2. Other (if any): N/A

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Mike Martino		2/14/16
USOC Athletes' Advisory Council Representative*	Alex Love		2/14/16

* If the 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.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

USA Boxing Job Description

USA Boxing Women's Head Coach & Men's Associate Coach

- Execute and manage the directives of the USA Boxing High Performance Staff and/or Team Leader at events and programs.
- Develop individual periodization plans with the USA Boxing High Performance Department for all participating athletes.
- Communicate with athletes and their personal coaches outside of competition to ensure execution of individual periodization plans.
- Lead all training sessions as directed by the USA Boxing High Performance Department.
- Oversee the proper weight management of athletes at all Olympic Team Events & Programs.
- Develop a bout strategy for each athlete utilizing the provided scouting equipment and information.
- Manage the roles of the Assistant Coach(es) and establish/communicate expectations.
- At all Olympic Team Events & Programs, meet daily with the Team Leader to debrief the day's events and establish a plan for the next day.
- Understand and enforce the United States Olympic Committee/USA Boxing Code of Conduct.
- Enforce all team policies in conjunction with the Team Leader and USA Boxing High Performance Team.
- Review team initiatives daily with all participants.
- Attend all weigh-ins at international events.
- Attend all technical meetings and draws at international events.
- Ensure that all team activities are attended by the team members.
- Must conduct evaluation on all participants in the After Action Report from the event or program.
- Other tasks as assigned

Attachment B

USA Boxing Job Description

USA Boxing Assistant Coach

- Carry out the directives of the Women's Head Coach (and/or the Men's Associate Coach??) regarding the training program and team standards
- Monitor and assist with athlete development at all training sessions
- Assist with setup and breakdown of training facilities
- Maintain constant communication with USA Boxing High Performance Staff regarding training needs and schedule changes
- Manage all athlete weight checks and oversee care of USA Boxing scale
- Become familiar with all USA Boxing training and Applied Science equipment
- Assist with Team USA competition video analysis outside of Olympic Team Events & Programs
- Utilize video technology to assist with international scouting and strategy development both during and outside of Olympic Team Events & Programs.
- Assist with individual periodization plan development and follow up with athletes and personal coaches
- Enforce National Team Standards and USOC/USA Boxing Codes of Conduct
- Assist the Team Leader with logistical aspects of event
- Attend all weigh-ins, physicals, and any other meetings with Head Coach
- Manage athlete weights and oversee care of USA Boxing scale
- Ensure boxers are prepared and attend weigh-ins
- Ensure boxers have all items necessary for competition
- Attend and participate in all team staff meetings

Attachment C

Olympic Team Events & Programs

2016 Boxing Competition & Training Camp Schedule				
Dates	Team/Group	Competition	Event Type	Location
Pre Olympics				
Jan 16-Feb 6	Elite Men	WSB Training Camp	Camp	Colorado
January 22-23	Elite Men	WSB - USA vs Great Britain	WSB	Colorado
February 5-6	Elite Men & Oly Women	WSB - USA vs Mexico & Women's International Dual	WSB	Miami
February 19-20	Elite Men	WSB - USA vs Morocco	WSB	Morocco
Feb 16-March 2	Elite Men & Oly Women	Continental Qualifier Camp	Camp	Colorado
March 2-20	Elite Men & Oly Women	Continental Qualifier	Oly. Qualifier	Argentina
March 4-5	Elite Men	WSB - USA vs Great Britain	WSB	England
March 18-19	Elite Men	WSB - USA vs Mexico	WSB	Mexico
April 1-2	Elite Men	WSB - USA vs Mexico	WSB	Miami
April 10-May 6	Elite Women	Women's World Championships Training Camp	Camp	Colorado
May 6-16	Elite Women	Women's World Championships Acclimation Camp	Acc. Camp	KAZ/GER
May 16-28	Elite Women	Women's World Championships	Oly. Qualifier	Kazakhstan
May 1-10	Elite Men	APB/WSB Training Camp	Camp	Colorado
May 13-22	Unqualified Eligible Men	APB/WSB Qualifier	Oly. Qualifier	Bulgaria
June TBD	Qualified Athletes	Round Robin/International Event	International	TBD
May 22 -31	Unqualified Men	AOB Final Qualifier Camp	Oly. Qualifier	Colorado
June 1-7	Unqualified Men	AOB Acclimation Camp	Acc. Camp	Azerbaijan
June 7-19	Unqualified Men	AOB Final Qualifier	Oly. Qualifier	Azerbaijan
June 19-July 19	Olympic Team	Olympics Training Camp	Camp	Colorado
July 19-August 2	Olympic Team	Olympic Acclimation Camp	Acc. Camp	Brazil
August 2-6	Olympic Team	Olympic Athlete Village Acclimation	Olympics	Brazil
August 6-21	Olympic Team	2016 Olympic Games	Olympics	Brazil

Note: This list of events is tentative and subject to change. Any changes to the schedule of events/camps will be communicated no less than 30 days from the start of the event/camp. Selected coaches will not be assigned to all events listed above. However, they must be available and willing to attend if assigned.