



## USA TEAM HANDBALL

### WOMEN'S YOUTH and JUNIOR NATIONAL TEAM STAFF SELECTION PROCEDURES North American and Caribbean Phase - 2019 Women's Youth and Junior IHF Trophy Tournament 26 August 2019

These procedures provide for selection of USA TEAM HANDBALL **WOMEN'S YOUTH and JUNIOR NATIONAL TEAM STAFF SELECTION PROCEDURES** for the 2019 North American Handball Confederation IHF TROPHY.

Responsibility of payment for allocated positions will be determined by USA TEAM HANDBALL.

1. Describe the specific competition position(s) that USA TEAM HANDBALL is requesting.

USA Team Handball Name - (Position)	Responsibility
Team Leader	Volunteer position that serves as primary point of contact and liaison between USATH leadership, selected staff and the IHF for the preparation and on-site during the competition. <b>(IHF allocation)</b>
Head Coach	Volunteer position who prepare athletes/teams for success on the field of play. <b>(IHF allocation)</b>
Assistant Coach	Volunteer position assist Head Coach, prepare athletes/teams for success on the field of play. <b>(Non-IHF allocation, self-funded.)</b>
Medical Staff	Provide appropriate medical care to the athletes. <b>(IHF allocation)</b>

2. What are USA TEAM HANDBALL's criteria for the above Competition Staff position(s) (attach a job description, if any)?

USA TEAM HANDBALL Competition Staff must:

- 2.1 Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USA Team Handball Background Check Policy prior to nomination.
  - 2.1.1 Should a nominee experience any event between the time the background check is conducted and the relevant competition that may change his/her background check status, the nominee must inform USA TEAM HANDBALL immediately.
- 2.2 Successfully complete the US Center for Safe Sport Training education and training program, and verified by the USA Team Handball staff
- 2.3 Possess a valid passport that does not expire until at least six months after the conclusion of the competition.
- 2.4 Demonstrate the ability to work effectively with the USA Team Handball leadership staff, coaches, and athletes.
- 2.5 Possess strong administrative, organizational capabilities, and demonstrate effective verbal and written communication skills.

- 2.6 Adhere to and enforce the USA Team Handball **Code of Conduct**, national team rules regarding behaviors and discipline at the competition.
- 2.7 Commit to and be available for entire duration of the competition.
- 2.8 Participate in the cultural and education programs, as requested.
- 2.9 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.10 Possess thorough knowledge and understanding of the USATH policies and procedures, IHF competition rules and regulations governing the sport.

In addition to criteria 2.1 through 2.10 above, Coach(s) must:

- 2.11 Possess high level, specific technical and tactical knowledge for coaching and administering the sport.
  - 2.12 Demonstrate ability to establish harmonious relationships with athletes and other team staff and personnel.
  - 2.13 Previously served as a head coach, assistant coach, or team leader with the USA Senior, Junior or Youth National Team.
  - 2.14 Possess thorough knowledge of the USA Women's Youth and Junior National Team Athlete Pool.
3. Describe the process that candidates shall follow to express interest in being considered for the position, in each category below:

**USA Team Handball will solicit applications for the Staff Positions for the Women's Youth and Junior IHF Trophy North American and Caribbean Handball Confederation tournament to be held in Montreal, Canada 16 - 20 October, 2019. The IHF Trophy North American and Caribbean Handball Confederation Phase Staff Positions will be selected by a USA Team Handball Selection Committee from candidate submission that meet the criteria in section #2.**

**Please send a cover letter and resume to:**

**Barry Siff, CEO USA Team Handball, email: [barrysiff@gmail.com](mailto:barrysiff@gmail.com)**

**Christian Latulippe, Head Coach Women National Team, [christian@usateamhandball.org](mailto:christian@usateamhandball.org)**

**Deadline for candidate submissions: 2 September 2019**

**Team Leader:**

A posting of the job description for the Team Leader(s) position can be found on the USA Team Handball website: [www.usateamhandball.org](http://www.usateamhandball.org). All staff candidates are interested in being considered for future participation as a staff member for competitions should inquire with the USA Team Handball organization to learn about the certification and qualification process.

**Coach(s):**

A posting of the job description for the Coach(s) position can be found on the USA Team Handball website: [www.usateamhandball.org](http://www.usateamhandball.org). All staff candidates are interested in being considered for future participation as a staff member for competitions should inquire with the USA Team Handball organization to learn about the certification and qualification process.

**Medical Staff:**

A posting of the job description for the Medical position can be found on the USA Team Handball website: [www.usateamhandball.org](http://www.usateamhandball.org). All staff candidates are interested in being considered for future participation as a staff member for competitions should inquire with the USA Team Handball organization to learn about the certification and qualification process.

- 4. Describe the intended method of identifying the pool and selecting the candidates to be

considered for the Competition Staff position(s) listed below:

**USA Team Handball will solicit applications for the Staff Positions for the Women's Youth and Junior IHF Trophy North American and Caribbean Handball Confederation tournament to be held in Montreal, Canada 16 - 20 October, 2019. The IHF Trophy North American and Caribbean Handball Confederation Phase Staff Positions will be selected by a USA Team Handball Selection Committee from candidate submission that meet the criteria in section #2.**

The following selection committee members will review the cover letter and resume submissions. The committee will meet to review the education, background, and experience of each candidate submission and determine the best match of the teams to be prepared. Additionally, the committee may request an interview with the potential candidate.

**Selection Committee:**

- Barry Siff, CEO USA Team Handball, Chair
- Christian Latulippe, Head Coach Women's National Team, USA Team Handball
- Dee Miller, Board of Directors, USA Team Handball
- David Thompson, AAC Representative, USA Team Handball

**Team Leader:**

A posting of the job description for the Team Leader(s) position can be found on the USA Team Handball website: [www.usateamhandball.org](http://www.usateamhandball.org). All staff candidates are interested in being considered for future participation as a staff member for competitions should inquire with the USA Team Handball organization to learn about the certification and qualification process.

**Coaches(s)**

A posting of the job description for the Coach(s) position can be found on the USA Team Handball website: [www.usateamhandball.org](http://www.usateamhandball.org). All staff candidates are interested in being considered for future participation as a staff member for competitions should inquire with the USA Team Handball organization to learn about the certification and qualification process.

**Medical:**

A posting of the job description for the Medical position can be found on the USA Team Handball website: [www.usateamhandball.org](http://www.usateamhandball.org). All staff candidates are interested in being considered for future participation as a staff member for competitions should inquire with the USA Team Handball organization to learn about the certification and qualification process.

**5. Describe the removal of Competition Staff:**

An individual who is to be selected to the above-listed Competition Staff position(s) by USA TEAM HANDBALL may be removed as a nominee for any of the following reasons, as determined by USA TEAM HANDBALL organizational policies and procedures.

- 5.1 Voluntary withdrawal. Competition Staff must submit a written letter to the USA TEAM HANDBALL Executive Director or Board of Directors.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by USA TEAM HANDBALL. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA TEAM HANDBALL, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3 Inability to perform the duties required.
- 5.4 Violation of USA TEAM HANDBALL'S Code of Conduct - located in Attachment A and at

[www.usateamhandball.org](http://www.usateamhandball.org)

Once the Competition Staff selections are made by USA TEAM HANDBALL, the organization has jurisdiction over the Competition Staff, at which time, in addition to any applicable USA TEAM HANDBALL Code of Conduct, all USA TEAM HANDBALL Forms apply. The USA TEAM HANDBALL Forms are available as part of Competition Registration prior to the respective competition.

6. Describe the replacement of Competition Staff:

In the event that the Selected Competition Staff member is unable to perform the duties of the position(s) for injury, illness, commits a 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 criteria listed in #2 above and be selected through the same process as outlined in Sections 3 and 4.

7. Which group/committee will make the final approval of the position(s)? The Selection Committee which will be made up of the USA Team Handball's Organizational Leadership will be responsible for the final approval of the Team Leader, Head Coach, Assistant Coach and Medical Staff for the IHF Trophy Tournament.

8. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose the information that puts him or herself in conflict, and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Competition Staff position(s). If there is an issue concerning whether a conflict of interest exists, the USA TEAM HANDBALL Judicial Committee, as appropriate, shall determine whether a conflict of interest requires recusal.

9. Date of Selection:

The Competition Staff Selection Form with the Staff nominee's name, including the name of a replacement (if applicable), will be submitted to the on or before: 16 September 2019

10. Publicity/Distribution of Procedures:

The USA TEAM HANDBALL approved selection procedures (complete and unaltered) will be posted/published by USA TEAM HANDBALL by 27 August 2019, on the website at the following location:

Website: [www.usateamhandball.org](http://www.usateamhandball.org)

10.1. Other (if any):

Position	Print Name	Signature	Date
USATH CEO	Barry Siff		08/26/19
USATH Women's National Team Head Coach	Christian Latulippe	<i>Christian Latulippe</i>	08/26/19
USOC Athletes' Advisory Council Representative*	David Thompson		08/26/19

\* 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/HPMO/PSO, he/she may submit those reasons in writing to his/her Sport Performance Team.