



Team Leader Selection

2020-2024

(Excludes USOPC controlled events)

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Purpose

The purpose of the Team Leader is to provide skilled support to the athletes and coaches on the team so that they can execute their best performance. The role of the Team Leader is to remove obstacles from that performance.

Philosophy on USA Weightlifting's Team Leader Selection:

USA Weightlifting requires that its Team Leaders be selected on the basis that makes them competent for the job in hand.

Step 1 - Minimum Qualifications

To be considered to be a Team Leader, you must meet the following minimum requirements:

- **You must have a valid United States of America Passport**
A Team Leader must possess a USA passport with an expiration date of a minimum of 6 months after the competition, or the entry requirement of the host nation, whichever is the greater.
- **Background Check & SafeSport**
The Team Leader must have a valid USA Weightlifting background check (clear) and have a current SafeSport certification on file.
- **Other Requirements**
The Team Leader must be a current member of USA Weightlifting in good standing, with no violations of the Code of Ethics/Conduct and/or International Team Code of Conduct in the last 4 years.

Step 2 - Express Interest in being a Team Leader

Express interest in serving as a Team Leader by completing the online interest form that is found in the position announcement along with the job description.

Step 3 - Allocation to a Team

Team Leaders will be allocated to teams by the National Teams Manager in association with the Senior Director of Sport Performance & Coaching Education and CEO on an event-by-event basis.

The following factors will be considered:

- Previous Experience Leading Teams
- Previous Experience Leading Teams of that Age Group.
- Professional background (for example, High School Teacher).
- Speaking the language of the nation concerned.
- Gender mix of staff (for teams including a Junior age or below athlete)
- Activity in Weightlifting (attending the qualification competitions)
- Knowledge of the athletes and coaches concerned.
- Feedback from delegation members from previous assignments.

- Location

Step 4 - Working with USA Weightlifting in Preparation for the Competition.

The Team Leader will work with USA Weightlifting to prepare for the competition, speaking with the Senior Director of Sport Performance & Coaching Education and the National Teams Manager for detailed information.

The Team Leader will work with USA Weightlifting to understand and assist in decisions taken regarding competition logistics (e.g. Air Travel).

Step 5 - Competition

The Team Leader will execute the role during Competition per the Team Leader Description (*Appendix A*).

The Team Leader will oversee that all delegation members abide by the USA Weightlifting international team code of conduct (*Appendix B*).

Appendix A:

USA Weightlifting Team Leader Job Description

BEFORE DEPARTURE:

- Must have the ability to download WhatsApp to cellphone as it will be the official communication for the delegation.
- Check with the National Teams Manager if a USA flag and national anthem recording are required to be brought with the delegation.
- Ensure you have a major credit card for emergencies.
- Familiarize with the destination country, re: geography, customs, currency, temperatures, altitude, etc. Embassies and Consulates in USA can be useful as are public libraries and major airlines. Get maps of cities and the country.
- Obtain currency of the country you are traveling to.

UPON ARRIVAL:

- Supervise baggage claim and handle any problems there, if the team arrives on separate flights have a plan in place to make sure any problems are resolved smoothly.
- Supervise passport control and customs clearance, if the team arrives on separate flights have a plan in place to make sure any problems are resolved smoothly.
- Coordinate with organizing committee reception for personnel and baggage transportation to hotel accommodations.
- At hotel, arrange accreditation, room groups, and meal tickets for all delegation members.
- Supervise room move in and settle any problems, organize a list of all room numbers in case of emergencies.
- Obtain the training hall, transportation, and mealtime schedule from the organizing committee.
- Locate and inform team of scale, sauna, training hall and competition venue locations if not made available before the competition.
- Ensure that you have agendas for appropriate meetings at event and any other appropriate paperwork necessary for the competition.

- If the training schedule allows, make sure all delegation members attend the opening ceremonies (in Team USA outfitting), except those competing on the day immediately after.

COMPETITION DAYS:

- Assist coaches with weigh-ins (check that athlete has credential, passport, warm-up suit, USA singlet, and any items needed post weigh in).
- Arrange availability of food and drinks following weigh-in (if team dietician is not present on trip).
- Attend scheduled training sessions if head coaches cannot due to another athlete competing. Communicate with head coaches if any lift data is to be collected from training.
- Ensure competitors are accompanied to doping control and that paperwork is correctly completed and witnessed (if the athlete does not have a personal coach to go with them). Retain the receipt.
- Accompany or arrange for accompaniment of competitors to press conference if USA required (if member of USA Weightlifting Communications is not present).
- After each session where an athlete from USA has competed, take a picture of the score board and send via WhatsApp to the National Teams Manager.

GENERAL ITEMS:

- Confirm with coaches, with classes and entry totals for Verification of Final Entries (VFE) meeting.
- Get copy of start list and groups as well as any other relevant information after the VFE.
- Once the final start list has been released, organize a team meeting to review the final schedule before the competition, establish ground rules, stress team discipline, and group support for lifters on competition day. Allow other staff members (head coaches, dietician, medical staff, etc) to make any announcements necessary to the team.
- Arrange for boxed lunches or meals, if appropriate, for competition days. Check with each athlete, or team dietician if present, if a box lunch is required.
- Confirm transportation to the airport for delegation members with the organizing committee.
- Make sure, after the finish of competition, all remaining athletes, coaches and staff attend the closing ceremonies (dressed in Team USA warm-up suits). If

any awards are presented ensure the appropriate athletes represent Team USA to receive the award.

- Every evening, collaborate with head coaches/support staff to create a schedule for the next day. Make sure it is delivered via WhatsApp to the whole delegation (Preferably before 10pm if current days schedule allows).

RETURNING TO THE U.S.:

- Return (or shred) any confidential information (i.e. passports, insurance cards, etc) that you received for the trip to the National Teams Manager.
- Relay an unsolved or concerning issues from the competition to the National Teams Manager.
- Submit any receipts for reimbursement or general documentation to the National Teams Manager.

Appendix B:

CODE OF CONDUCT: FOR ATHLETES, REFEREES, COACHES AND TEAM STAFF

This Code of Conduct applies to all “team members” during their time as “part of a delegation” “Team members” includes all athletes, coaches, team staff, officials, and any other person acting/serving in an official capacity as an international/national representative of USA Weightlifting, who are selected and/or endorsed by USA Weightlifting to attend any IWF or USA Weightlifting sanctioned competition. For purposes of this policy “team members” shall be considered “part of a delegation” during the period beginning with travel to an IWF or USA Weightlifting sanctioned competition or camp and ending upon return from the event or competition or camp.

Representing the United States in competition is among the rarest and most rewarding of opportunities anyone will ever have. Representing our nation is **a privilege**. Athletic or coaching achievement is only a portion of the criteria necessary to earn that privilege; as important, if not more so, is the conduct displayed by all teams. It is imperative that teams understand that they are ambassadors of USA Weightlifting, the US Olympic Committee and ultimately the United States. As such:

1. Team members will conduct themselves in a manner representative of the highest level of excellence in all areas at all times.
2. The primary function of all team staff members is to serve the team. All team staff members must be available to assist and support athletes and other team members at all times.
3. Whereas team staff members’ focus is on the athletes, the athletes are expected to conform to the same levels of conduct as all other team members at all times.
4. All team staff members will perform their duties in a professional manner at all times. It is patently unprofessional to show partiality in any form to any other member of the team, regardless of club affiliation, and such behavior will not be tolerated. Likewise, team staff members will not attempt to recruit other team members to their club team or coaching influence.
5. All team coaches, leaders, and managers are expected to serve as role models in providing and enforcing standards. At a minimum, team managers, leaders, and coaches will provide clear guidance and rules to all other team members and enforce them at all times.
6. All team members are to strictly refrain from the consumption of alcohol and/or recreational drug use at any time while part of a delegation.

7. All team members are expected to comply with both the local laws and the laws of the United States at all times. For example, if an action is legal in the country you are visiting, but is not legal in the United States, it is not permitted to be undertaken. Similarly, if the action is legal in the United States but it is not legal in the country you are visiting it is not legal.

8. All team members will comply with all rules and guidance, as applicable. This includes, but is not limited to: local laws and customs (International, USOC, OTC and Olympic Village amongst others), dress and appearance, alcohol use, deportment, punctuality, manners, behavior and respect for other team members. Under no circumstances will disrespectful behavior towards the host nation or other members of other teams be tolerated.

9. All team members will respect the "chain of command". Ultimately, the team leader/coaches will have final say on all decisions.

10. Team members will adhere to any and all curfews put into place by the team leader and/or head coach, regardless of age.

11. Team members will attend all training sessions and team meetings unless otherwise excused by the team leader/coach.

12. Team members will not engage in any form of abuse (verbal or otherwise) against any person while representing the United States.

13. Team members will abide by all other USA Weightlifting, United States Olympic Committee, USADA, US Center for SafeSport, organizing committee, PAWF and IWF policies and procedures as applicable.

14. Coaches attending an international competition, as either a personal coach or as an appointed coach are expressly prohibited from engaging in any recruitment activities.

15. Sexual contact of any kind between any team members, with the exception of married couples and those in a pre-existing relationship declared to USA Weightlifting in advance of the commencement of a delegation., is strictly prohibited when part of a delegation. Sexual contact that is nonconsensual, inappropriate, unwelcome, criminal, or otherwise violates the rules, policies, or procedures of USA Weightlifting, the USOC, or the US Center for SafeSport, is always prohibited.

16. Conduct which reflects negatively on, or brings into disrepute, USA Weightlifting or the sport of weightlifting are prohibited.

17. Failure to comply with the tenets of this Code of Conduct may result in potential disciplinary action from USAW, penalties may include:

- Immediate removal from an international team and return home at the team member's expense.
- Revoking of funding from an international competition.

- Temporary or permanent termination of USA Weightlifting membership.
- Suspension from USA Weightlifting activities for a specified period.
- Withholding in part or in full of any stipend(s) paid by USA Weightlifting.

The team leader in consultation with the CEO has the ability to remove a person from the team immediately, and the CEO has the authority to place an interim sanction upon the athlete. The USA Weightlifting Judicial Committee shall approve any further sanction (generally considered to be a 6-month suspension of membership subject to hearing and individual circumstances), at the recommendation of the staff, with the athlete able to be heard. Any violation of policies otherwise than this code of conduct will be dealt with by the applicable body (e.g. US Center for SafeSport, US Anti-Doping Agency, United States Olympic Committee, International Weightlifting Federation or USA Weightlifting).

To that end, you agree to comply with any requests and investigations from USA Weightlifting, the US Center for SafeSport, International Weightlifting Federation, the US Anti-Doping Agency, the United States Olympic Committee, or any of its Boards or Committees.

I have read and understand the Team Code of Conduct. I agree to fulfill the requirements as outlined.