

**United States Olympic  
Committee**



**COACH  
SELECTION PROCEDURE FORMS**

**for the  
PAN AMERICAN GAMES**

## **Coach Selection**

The role of coaches can best be described as the individuals having the knowledge and ability to prepare the athletes/teams for success on the field of play. Coaches should be thoroughly knowledgeable about the NGB's High Performance Plan as well as have an in-depth understanding of the international outlook of the sport (competitive analysis, trends, scouting, etc.). Coaches will be responsible for the activities and/or behavior of an NGB's athletes during the actual Games competition or on the field of the play.

### **Job Description**

In order to be selected to the position of Coach, a candidate should have:

1. High level, specific technical and tactical knowledge of the sport.
2. Thorough knowledge and understanding of the IF rules and regulations governing the sport.
3. Experience and proven ability coaching teams at the national and international levels.
4. Proven ability to establish harmonious relationships with athletes and other team personnel.
5. Proven record of performance with the NGB and the USOC.

**IN ADDITION**, all Coaches will have to pass a USOC approved background check prior to nomination. Please contact your Sport Partnership Team for more information.

**USA Gymnastics**  
**COACH SELECTION PROCEDURES**  
**2007 Pan American games**  
**Men's Artistic, Women's Artistic, Rhythmic, Trampoline**  
**September 7, 2006**

1. What are the NGB prerequisites for Coach positions (attach a job description, if any):

USA Gymnastics will select 1 head coach each for Men's Artistic, Women's Artistic, Rhythmic, and Trampoline. Additionally 1 assistant coach each for Men's Artistic and Women's Artistic will be selected.

- i. Successful completion of USOC approved background check.
- ii. Proven team leadership
- iii. International coaching experience
- iv. Ability to communicate effectively to athletes, coaches, and judges
- v. Fulfilling the necessary criteria established by USA Gymnastics including:
  - Professional member in good standing
  - Current USA Gymnastics Safety certification
  - Attend all required meetings and training camps

2. How will the NGB publicize/post the Coach position and/or application process?

The coach position will not be posted. USA Gymnastics will use the current National Team Coordinator and/or the personal coaches of the athletes nominated to the Pan American Team in the coach position.

3. Describe the intended method of:

A. Identifying the pool of candidates to be considered for Coach position

- National Team Coordinator and/or
- The personal coaches of the nominated Pan American team members

B. Selecting candidates who fit the job description for Coach

The respective Program Committee from each discipline will nominate candidates for coaching positions from the pool described above.

4. Removal of a Coach:

Once a Coach Nomination is accepted by the USOC, a Coach is subject to the USOC Code of Conduct and Grievance Procedures.

5. Replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach, for injury, illness, Code of Conduct violations 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.

6. Which NGB group/committee will make final:

A. Recommendation of the Coach(es)?

Recommendation is made by each discipline's respective Program and/or Selection Committee (per athlete selection procedures) to the President of USA Gymnastics.

B. Approval for the Coach(es)?

President of USA Gymnastics in conjunction with the designated Athlete Representative

7. Conflict of Interest:

Any individual who is an applicant for a Coach position and who is involved in the selection process shall recuse him or herself from any discussion or decision involving selection of the Coach.

8. Publicity/Distribution of Procedures:

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

A. NGB website:

The selection procedures will be posted as soon as possible, but not more than 5 days following notice of approval by the USOC.

[www.usa-gymnastics.org](http://www.usa-gymnastics.org)

B. NGB Official Publication (if any): N/A

C. Other: N/A

Position	Print Name	Signature	Date
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NGB President or  
Executive Director

Steve Penny

A handwritten signature in black ink, appearing to read "Steve Penny".

10/2/06