



Assistant Coach Selection Process 2019 Olympic Hopes Regatta Team

The ACA Sprint Selection Committee is calling for applications to fill the Assistant Coach position(s) for the 2019 Olympic Hopes Regatta (OHR), to be held in Bratislava, Slovakia, September 13-15, 2019, acclimatization & travel September 6-18. This is a Volunteer position, however all travel expenses will be covered by the OHR budget. Candidates who meet the following criteria may submit their application/resume to: Aaron Huston, 2019 Olympic Hopes Regatta Team Leader and Head Coach at coachaaron@ghckrt.com.

The following procedures provide for the selection of the ACA OHR Assistant Coach(s) for the 2019 Olympic Hopes Regatta.

- 1) What are the NGB's criteria for the Assistant Coach position (attach a job description, if any)
 - a) Applicants must:
 - b) Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOPC Games Background Check Policy prior to nomination and must be certified through the USOPC's "SafeSport" initiative. 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 USOPC.
 - c) Successfully complete SafeSport Certification.

- d) Possess a valid passport that does not expire until at least six months after the conclusion of the specific event. Please include a copy of your passport with your application.
 - e) Follow and adhere to the attached ACA Staff and Coach Code of Conduct (attachment A) and include a copy of the signed Code of Conduct with their application.
 - f) Be available to be with Team USA for the entire duration of the specific event and overall trip from leaving a designated rendezvous USA mainland airport to returning to the USA mainland at the conclusion of the trip.
 - g) Be in good health and able to withstand the physical rigors of traveling with, supervising and working with the Team USA OHR.
 - h) Possess effective administrative, management and organizational skills.
 - i) Demonstrate the ability to work effectively and manage a diverse group of developing athletes ages 15-17.
 - j) Current ACA Competition membership valid through end of OHR.
 - k) Active member of an ACA PAC club canoe/kayak racing program.
- 2) Fulfill all duties and requirements of ACA Assistant Coach(s) of the Olympic Hopes Regatta (OHR) Team including assigned management and administrative duties:
- a) Works with Team Leader and Head Coach, additional assistant coaches and volunteers to ensure the overall safety and success of the Team USA's activities.
 - b) Works Team Leader and Head Coach, National Team Coach, the SSC and other assistant coaches in the selection and race preparation of the best possible boat entries at the Olympic Hopes Regatta to ensure the best possible results for Team USA.
 - c) Completes management and administrative duties as assigned by Team Leader and Head Coach to prepare athlete and staff credentials and team regatta entries.
 - d) Cultivate a safe, competitive and fun team environment during travel, acclimatization and competition.
- 3) Describe the intended method of identifying the pool and selecting the candidates to be considered for Head Coach/Team Leader position(s):
- (1) The pool of candidates for the OHR Assistant Coach position(s) will be made up of the applicants who have submitted a letter of interest by July 28, 2019. The ACA's Sprint Selection Committee will nominate the individual(s) to serve as the 2019 Team USA OHR Assistant Coach based on the steps outlined below.
 - (2) The following information that will be considered when determining the best candidate who meets the criteria for the Assistant Coach position(s) are as follows in no particular order:

- b) Whether the applicant has demonstrated the ability to take on the responsibilities of the 2019 USA Team OHR Assistant Coach position(s) and has submitted a letter of interest.
- c) Commitment to developing and enriching canoe/kayak in the USA.
- d) Interest and ability to volunteer at future international competitions as a Team USA coach.
- e) Prior experience in a club coach role.
- f) Level of experience working with athletes ages 15-17.

4) Describe the removal of the OHR Assistant Coach:

- a) An individual who is to be nominated as Assistant Coach by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB:
- b) Voluntary withdrawal. The Assistant Coach nominee must submit a written letter to the Head Coach/Team Leader.
- c) 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.
- d) Inability to perform the duties required.
- e) Violation of the NGB's [Code of Conduct](#)

5) Describe the replacement of the OHR Assistant Coach:

- a) In the event that a Nominated OHR Assistant Coach is unable to perform the duties of Assistant 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 possible, come from the pool of candidates described above.

6) Which group/committee will make the final approval for the OHR Assistant Coach?

- a) ACA's Sprint Selection Committee, which consists of the following individuals/roles, will make the final selection of the individual to serve as OHR Assistant Coach.
 - i) National Team Head Coach – Kayak – Zsolt Szadovski
 - ii) National Team Head Coach – Canoe – Aaron Huston
 - iii) Elite Athlete representative – Emily Wright
 - iv) Elite Athlete representative – Brandon Holiday
 - v) High Performance Director – Chris Barlow
 - vi) Sprint Competition Committee Chair – Marsh Jones

vii) ACA Executive Director – Beth Spilman

7) Conflict \of Interest:

- a) Any individual who is being considered for the OHR Assistant Coach position that has any conflict of interest, and also anyone involved in the selection process with any conflict of interest must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Assistant Coach.

8) Date of Nomination:

- a) The 2019 OHR Assistant Coach(s) will be announced by August 10, 2019.

9) Publicity/Distribution of Procedures:

- a) The selection procedures for the OHR Assistant Coach and for the 2019 Olympic Hopes
- b) Regatta Team USA will be posted/published by the ACA on the website <https://www.americanoe.org>

Approved

Athlete Representative	Emily Wright/Brandon Holiday	
High Performance and Competition Coordinator	Morgan House	
Competition Council Chair	Marsh Jones	/s:Marsh Jones
Executive Director	Beth Spilman	