

USA Swimming
TEAM LEADER SELECTION PROCEDURES
2008 Olympic Games
June 1, 2007

These procedures provide for selection of four (4) (in priority order; one (1) Head Team Leader, one (1) Assistant Team Leader, one (1) Men's Team Leader, and one (1) Women's Team Leader) USA Swimming Team Leaders for the 2008 Olympic Games. However, accreditation allocation is not guaranteed and the number of team leaders will be based on final USOC accreditation allocation and overall team size.

1. What are USA Swimming's prerequisites for Team Leader position (attach a job description, if any):
 - i. Successful completion of USOC approved background check.
 - ii. Ability to work effectively with the USOC.
 - iii. Strong administrative and organizational capabilities/skills.
 - iv. Be responsible for team's adherence to all rules regarding discipline at the Games.
 - v. Fulfills all duties and requirements of the USOC.
 - vi. Available for entire duration of the Games.
 - vii. Has USA Swimming's approval to make financial decisions regarding the team.
 - viii. Must have previous USA Swimming Team Leader or USA Swimming managerial experience.
 - ix. Must be a member of the USA Swimming National Team Manager Pool or a USA Swimming National Team Division Staff Member.
 - x. Must be a citizen of the United States of America.
 - xi. Must be a current member of USA Swimming.
 - xii. Must not be a permanent coach in or of a foreign country.
 - xiii. Must have a valid driver's license.
 - xiv. Must have a valid United States passport.
 - xv. Must hold current certification in CPR and Multi-Media First Aid.
 - xvi. Must not be in any other National Team Pool or on Officials List.
 - xvii. Must submit a complete and accurate application.
 - xviii. Must submit a physician's statement of fitness.
 - xix. Must consent to criminal and motor vehicle background check (fees apply).

2. How will USA Swimming publicize/post the Team Leader position and/or application process?

Team Leader candidates must be a member of the USA Swimming Manager Pool or be a USA Swimming National Team Division Staff

Member, and meet all of the prerequisites listed in #1 above to be considered for the position. To apply for the USA Swimming Manager Pool you must apply online at usaswimming.org. Qualified candidates will be selected from the USA Swimming Manager Pool or USA Swimming National Team Division Staff. The National Team Head Coach and General Manager and National Team Managing Director will review members of the USA Swimming Manager pool and qualified USA Swimming National Team Staff and will recommend a candidate by July 15, 2007.

3. Describe the intended method of:

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

Candidates must be a member of the USA Swimming Manager Pool or a USA Swimming National Team Division Staff Member and meet all of the prerequisites listed in #1 above.

B. Selecting candidates who fit the job description for Team Leader

Candidates will be selected by the National Team Head Coach and General Manager and National Team Managing Director.

4. Removal of Team Leader:

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

5. Replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader, 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 group/committee will make final:

A. Recommendation of the Team Leader?

Recommendation will be by the National Team Head Coach and General Manager.

B. Approval for the Team Leader?

The National Team Head Coach and General Manager and an athlete appointed by USA Swimming's Athletes' Executive Committee Chair will approve the nominee by August 1, 2007.

7. Conflict of Interest:

An individual who is an applicant for the Team Leader position and who is involved in the selection process shall remove him or herself from any discussion or decision involving selection of the Team Leader.

8. Publicity/Distribution of Procedures:

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

A. Website: usaswimming.org

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

B. Official Publication (if any): n/a

C. Other: n/a

Position	Print Name	Signature	Date
NGB Executive Director	Chuck Wielgus	<i>Chuck Wielgus</i>	6/29/07