

**USA Wrestling**  
**TEAM LEADER SELECTION PROCEDURES**  
**2015 PAN AMERICAN GAMES**  
**(MEN'S FREESTYLE, WOMEN'S FREESTYLE, GRECO-ROMAN)**  
**November 13, 2014**

These procedures provide for selection of USA Wrestling's Team Leader(s) for the 2015 Pan American Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the USA Wrestling criteria for Team Leader position (attach a job description, if any)?

Team Leader must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
    - 1.1.1. 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 USA Wrestling and/or USOC.
  - 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
  - 1.3. Have the ability to work effectively with the USOC.
  - 1.4. Have strong administrative, communication and organizational capabilities/skills.
  - 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
  - 1.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
  - 1.7. Be available for entire duration of the Games.
  - 1.8. Have USA Wrestling approval to make financial decisions regarding the Team.
  - 1.9. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
  - 1.10. Have past experience in Team Leader type roles for USA Wrestling is preferred.
  - 1.11. Be an active and registered member of USA Wrestling.
  - 1.12. Have previous international experience as a Coach, Team Leader, or administrator at the senior level.
2. Describe the process that candidates should follow to express interest in being considered for the Team Leader position:

USA Wrestling's National staff recruits individuals for the position of Team Leader based on the criteria in #1 above, identifying the potential candidates who can best help our Team with preparation through the quadrennium towards the Pan American Games. This includes serving as a Team Leader at international events and the World Championships throughout the quadrennium.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Team Leader position:

The Executive Director, Associate Executive Director, and the National Team Head Coach for each style, as well as the USOC/USA Wrestling AAC Representative will review potential candidates and nominate individuals for the position of Team Leader based on the criteria in #1.

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by USA Wrestling may be removed as a nominee for any of the following reasons, as determined by USA Wrestling.

- 4.1. Voluntary withdrawal. Team Leader nominee must submit a written letter to USA Wrestling's Executive Director/CEO/President.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Wrestling. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Wrestling, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.

Once a Team Leader nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader, at which time, in addition to any applicable USA Wrestling Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Info>.

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader 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 applicable, come from the pool of candidates described in #3 above.

6. Which group/committee will make the final approval of the Team Leader?

USAW Executive Director

USAW Associate Executive Director  
National Team Head Coach for each style  
USOC/USAW AAC Representative

7. Conflict of Interest:

Any individual who is being considered for the Team Leader position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Team Leader.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

May 22, 2015

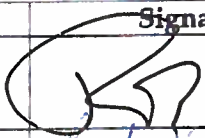

9. Publicity/Distribution of Procedures:

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

9.1. Web site: [www.usawrestling.org](http://www.usawrestling.org)

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

9.2. Other (if any): Not applicable.

Position	Print Name	Signature	Date
USA Wrestling Executive Director	Rich Bender		12/1/14
USOC Athletes' Advisory Council Representative*	Marcie Van Dusen		11/26/14

\* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

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

\* If, for some reason, a sport does not have an elected USOC AAC Representative, USA Wrestling must designate an athlete from that sport to review and sign the Selection Procedures.