



**United States Ski and Snowboard Association
TEAM LEADER SELECTION PROCEDURES
2010 Paralympic Winter Games
Alpine and Cross Country Skiing
January 15, 2009**

These procedures provide for selection of the USSA Team Leaders for the 2010 Paralympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

USSA is requesting a total of two (2) Team Leaders (1 Head TL and 1 Assistant TL)

1. What are the NGB's/PSO's criteria for Team Leader position?

Team Leader must:

- i. Successfully pass a USOC approved background check.
 - ii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
 - iii. Have the ability to work effectively with the USOC.
 - iv. Have strong administrative and organizational capabilities/skills.
 - v. Be responsible for Team's adherence to all rules regarding discipline at the Games.
 - vi. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
 - vii. Be available for the entire duration of the Games.
 - viii. Have the NGB's/PSO's approval to make financial decisions regarding the Team.
 - ix. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
 - x. Have previous Olympic or Paralympic Games, World Cup or World Championship related experience.
2. How will the NGB/PSO make known the Team Leader position and/or application process?

There will be no publicizing or posting of the process or position for choosing the Head Team Leader.

The Assistant Team Leader position and application process will be posted on the USSA website: ussa.org

3. Describe the intended method of:

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



The Head Team Leader position will be the USSA Adaptive Skiing Director.

Interested applicants for the Assistant Team Leader position may send a letter of interest, no later than April 15, 2009 to the USSA Adaptive Skiing Director who will recommend the Assistant Team Leader position based upon meeting the criteria above in 1. and the needs of the team.

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

The Head Team Leader and the Assistant Team Leader selections are subject to final approval by the President/CEO of USSA.

4. Describe the removal of Team Leader:

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

- Voluntary withdrawal. Team Leader nominee must submit a written letter to the NGB/PSO CEO/Executive Director.
- Injury or illness as certified by an approved NGB/PSO physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved NGB/PSO physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the NGB's/PSO's Code of Conduct. (Attachment 1)

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

5. Describe the 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 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.

6. Which group/committee will make the final:

A. Recommendation of the Team Leader?

The Head Team Leader will be recommended by the USSA VP of Athletics.

The Assistant Team Leader will be recommended by the USSA Adaptive Skiing Director.

B. Approval for the Team Leader?



The Team Leader and Assistant Team Leader will be approved by the USSA President/CEO and an Athlete Representative of USSA.

7. Conflict of Interest:

An individual who is being considered for the Team Leader position and who is involved in the selection process shall recuse 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 the NGB/PSO in the following locations and will include the USOC approval date:

A. Web site: ussa.org

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

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

C. Other: N/A

Position	Print Name	Signature	Date
USSA President and CEO	Bill Marolt		
USOC Paralympic Winter Athletes' Advisory Council Representative*	Jim Lagerstrom		

*If 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.