



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

These procedures provide for selection of the USSA Additional Officials for the 2010 Paralympic Winter games. However, accreditation allocation is not guaranteed and the number of Additional Officials will be based on final USOC credential allocation and overall team size.

**USSA will request (6) Additional Officials**

1. Describe the specific Additional Officials position(s) that the NGB/PSO is requesting.

**Title: Competition Equipment Service/Ski Technician Staff (6)**  
**(4) Alpine and (2) Cross Country**

**Responsibility:**

These individuals will provide maintenance for and service to all competition equipment for Paralympic Team athletes.

2. What are the NGB/PSO's criteria for AO positions (attach job description if any)?

Additional Officials must:

- i. Successfully pass a USOC approved background check.
- ii. Possess a valid passport that does not expire until at least 6 months after the conclusion of the Games.
- iii. Be available for the entire duration of the Games.
- iv. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- v. Have previous experience working with the team as an integral part of the staff.
- vi. Have specific experience with respect to the job given.

**Competition Equipment Service/Ski Technician Staff**  
**General Information and Job Description**

At the highest levels, the performance of the competition equipment can significantly impact an athletes' ability to win. In both Alpine and Cross Country skiing, there are dedicated staff that work full-time to select and prepare skis, fit boots, adjust bindings and perform maintenance on all competition equipment. These individuals are selected for their personal experience and knowledge of waxes, base structuring, ski selection and equipment maintenance, fitting and adjustment. At the World Cup, World Championship and Paralympic levels these individuals have the skill to do the work necessary to produce the best materials. These individuals will provide the proper equipment service and maintenance at the Paralympic Games for top performance.



The work of these individuals is similar regardless of sport and includes but is not limited to having expertise in:

- Ski selection (depending on snow type, temperature, ski test results, stiffness, etc.)
- Base preparation, including stone grinding, rilling, waxing, scraping and brushing.
- Wax/base testing, including tests to determine what base structure is the fastest in the given snow conditions as well as what waxes interact most effectively with this structure to produce the best results.
- Race day preparation and a timely delivery of the best equipment to the athlete.

3. How will the NGB/PSO make known the Additional Official positions and/or application process?

Due to the specific qualifications needed for these position, candidates will be recommended and chosen from within the USSA. There will be no publicizing or posting of this position.

4. Describe the intended method of:

A. Identifying the pool of candidates to be considered for Additional Officials positions.

Only full-time USSA employees or USSA contracted employees who operate as a part of a sport performance team will be considered.

B. Selecting candidates who will fit the job description for Additional Officials.

Selecting candidates who will fit the job description for Additional Officials will be based meeting the criteria listed in #1 above and on the needs of the teams.

5. Describe the removal of an Additional Officials member:

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

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

Once an Additional Officials nomination is accepted by the USOC, the Additional Official is subject to the USOC Code of Conduct and Grievance Procedures.



- 6. Describe the replacement of an Additional Officials member.

In the event that the Nominated Additional Official is unable to perform his/her duties 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 #2 above.

- 7. Which group/committee will make the final:

- A. Recommendation of Additional Officials?

Additional Officials will be individuals from within USSA that are recommended by the Adaptive Skiing Director and the Head Adaptive Skiing Coaches of USSA.

- B. Approval for Additional Officials?

Additional Officials will be approved by the President/CEO of USSA

- 8. Conflict of Interest:

Any individual who is being considered for any Additional Official position and who is involved in the selection process shall recues him or herself from any discussion or decision involving selection of the Additional Official.

- 9. 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](http://ussa.org)

These procedures will be posted as soon as possible, but no 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/CEO	Bill Marolt		