

National Hire List Membership

The National Hire List includes all armorers approved to work National USA Fencing Tournaments as a Head Technician, Armorer, or Trainee. The information is used to staff events and standardize training and procedures used for set up, tear down, control, and other duties as needed for the tournament to function. It is reviewed annually for changes and updates. To work at a National Event armorers must be a member in good standing of USA Fencing and pass Safe Sport and a background check (As of Feb 2026 that is Access Membership or higher, AND the +CheckEd or higher) and be at least 18 years old.

Process to be added to the National Hire List:

There are **3** pathways to be recognized as a national level armorer:

- 1) Any current member of the National Hire List can recommend someone to be considered for addition to the National Hire List by submitting a National Hire List Recommendation Form to US SEMI. US SEMI will review the recommendation and determine if the recommendation is:
 - a. Approved/Denied: If approved the individual may be immediately placed on the National Hire List as an Armorer or a Trainee. If the individual is listed as a Trainee they may be invited to work an event in the role of a paid Trainee. The Head Technician of that event will make further recommendations regarding movement to the approved Hire List.
 - b. Individual is not ready and needs additional training: US SEMI informs the individual of the decision and recommendation that they obtain additional training at the local or regional level before being reconsidered.
 - c. More information is required: US SEMI will designate a different armorer to further research the candidate's qualifications and report back to the committee for use in continued review. US SEMI will notify the candidate.

- 2) Mentorship Program (intended for inclusion of fencers, parents, or others who may not be in a position to learn tournament armorer skills locally): To provide additional paths to become a hire list armorer, initial training may be provided at a national event staffed by hire list armorers. Prospective participants should contact the US SEMI, who will share their information with the head-tech for the event, and request to participate as a volunteer apprentice. The head tech will recruit a member of their crew to act as a mentor. The prospective armorer (apprentice) works one on one with the mentor to learn how to test equipment, how to handle strip calls, and if possible, set up and/or tear down. While mentoring at peak line times may not be practical, apprentices can always observe and possibly assist until line pressure relaxes. The mentor should make sure the apprentice becomes proficient in the basics of testing all equipment presented, experiences as wide a variety of strip calls as practical and provide instruction on common tournament armory processes. Dependent upon the apprentice's previous experience and technical background, it is expected that an individual may apprentice at several events before becoming proficient.

At least two full days (which may be spread across more than two actual days) of active mentoring per event is required. The mentor provides a report to the head tech on the apprentice, including technical skill level, breath of experience and people skills. During the mentorship process, the head tech(s) should occasionally observe the apprentice to provide another perspective on skills and appropriateness to advance in the program. Other armorers on the team may also be

consulted to determine what recommendation should be made. The head tech, in his tournament report, supplies name and contact information for the apprentice, a summary of evaluations, a recommendation of whether the apprentice is ready to become a trainee, and areas where the apprentice needs more experience/training. US SEMI discusses the apprentice's experience and recommendations and if appropriate, adds them to the list of candidate trainees. If US SEMI determines that additional experience would likely make the apprentice eligible to receive a trainee slot, they will try to make arrangements with the apprentice to receive such training, locally, regionally, or at another NAC.

- 3) 'Traditional' Pathway: Apprentices that have been moved up to the Trainee list or individuals that have been recommended to the Trainee list by a hire list armorer can be considered for inclusion on the hire list by working two National level events (one or both which may be as a paid Trainee position) under two different head-techs and receiving positives recommendations from both, additional recommendations from other head-techs will be considered but are not required. Currently (as of Feb 2026) only 2 to 3 paid trainee positions are available per season. Paid Trainees are expected to work the whole event as full-time crew members. Volunteer Trainees are expected to work either all of set-up and first day's control, or at least one full day of competition in addition to the last day including all of tear-down, if they are unable to work the entire event in order for the experience to count towards hire-list recommendation.

Their performance/suitability is discussed by the US SEMI, at which point they will either be added to the Hire List or given instruction as to the improvements needed before becoming National Tournament Armorer. They may be asked to serve at additional events while improving their skillsets.

Change of Active/Inactive Status of listed Armorer:

- 1) An Active Armorer who is listed on the National Hire List can be moved to inactive status by:
 - a. Request to be by responding to the annual survey with that request.
 - b. Contacting US SEMI and requesting a change in status.
 - c. US SEMI can move an Armorer to Inactive Status because of a lack of participation or communication within 3 years.
 - d. US SEMI can move an Armorer to Inactive Status if an Armorer accepts an assignment and then withdraws 3 times in 2 years.

Movement from Inactive Status to Active Status:

If an individual is on the Inactive Hire List they can request to be moved to active status. US SEMI will review their request and may:

- 1) Approve/Deny
- 2) Recommend the individual be invited to work as a paid Trainee to reestablish skills prior to full status being considered.

Removal from National Hire List:

An Armorer may be removed from the National Hire List by their request, or by a 2/3 majority vote of the US SEMI.