



USA Team Handball  
COACH SELECTION PROCEDURES  
Senior Women's Beach National Team

Date: March 13, 2025

## 1. Introduction

This Coach Selection Framework ("Framework") provides for the selection procedures for the Coaching Staff of the USA Senior Women's Beach Handball National Team, volunteer position(s). All Available Coaches must submit an application by April 2, 2025 for consideration as Head Coach. Applications will be considered on a rolling basis to ensure continuous program leadership.

## 2. Definitions

**Available Coach:** A coach who (i) qualifies to be selected according to this Framework and meets all other eligibility requirements in Section 3; and (ii) confirms in writing their willingness to accept the role of Coach in a volunteer capacity for USA Team Handball, if selected.

**Head Coach:** The Head Coach of the USA Team Handball Senior Women's Beach National Team.

**Selection Committee:** The five-member committee responsible for selecting and approving the appointment of coaches to the Senior Women's Beach National Team Coaching Staff, in accordance with this Framework.

## 3. Minimum Eligibility Requirements

To be considered for selection, a coach must:

(a) At or immediately following selection, be a USA Team Handball member in good standing, including fulfilling all coaching and membership requirements. (c) Hold a valid passport that does not expire within six months after relevant trainings, selection, and competition cycle. (d) Pass a background check as required by USA Team Handball and the U.S. Olympic & Paralympic Committee (USOPC). (e) Complete SafeSport training and anti-doping education before the tournament. (f) Comply with all applicable regulations, including USA Team Handball, International Handball Federation (IHF), and North American and Caribbean Handball Confederation (NACHC) training, selection, and competition cycle policies.



#### 4. Job Responsibilities

The Head Coach is responsible for:

- (a) Managing and maintaining the National Team Athlete Pool, identifying and tracking prospective athletes for senior national team selection.
- (b) Scheduling and coordinating training and development activities throughout the calendar year.
- (c) Designing and implementing a structured training plan to optimize athlete and team performance.
- (d) Overseeing the player selection process, including talent scouting and athlete evaluations.
- (e) Ensuring compliance with all USA Team Handball, IHF, and NACHC policies.
- (f) Collaborating with USA Team Handball staff, regional coaches, and support personnel to enhance the overall program.
- (g) Organizing and leading coaching meetings and strategic planning sessions.
- (h) Assisting with the development of the athlete pipeline to create a sustainable and competitive program.
- (i) Coordinating logistics for training camps, competitions, and other official team events.
- (j) Attending all required national and international meetings related to team activities.
- (k) Providing feedback and assessments of player performance and development.
- (l) Supporting overall athlete welfare and creating a high-performance team culture.

The Head Coach is responsible for:

- (a) Ensuring compliance with all rules governing the ongoing national team program.
- (b) Overseeing team training and preparation before and during the training, selection, and competition cycle.
- (c) Presenting the CEO, or assigned USATH staff, and executing a plan for competitive success at the Competition.
- (d) Collaborating with USA Team Handball staff and volunteers on player selection and evaluation.
- (d) Leading coaching meetings and strategy sessions.
- (e) Supporting athlete development and team cohesion.
- (f) Attending all official ongoing national team program-related meetings.
- (g) Completing all necessary paperwork and administrative duties in a timely manner.

#### 5. Selection Process



The five-member Selection Committee will evaluate candidates on a rolling basis, including naming a Head Coach no later than April 7, 2025.

Selection will be based on the following required and (in no particular order) preferred criteria.

Required:

- Strong technical and tactical knowledge of handball and IHF rules.
- Administrative, communication, and organizational skills.
- Ability to design and execute practicable strategy for high-level team performance
- Availability and commitment—even in view of budgetary limitations to comprehensive coverage by the Federation—to full participation in the ongoing national team program and pre-event preparation activities. These include in-person evaluations of US-based athletes, identification and evaluation of qualified athletes located abroad, and attending a pre-training, selection, and competition cycle training camp and all Competition dates.

Preferred:

- Experience coaching elite-level handball athletes, particularly in international training, selection, and competition cycles.
- Strong understanding, familiarity with current US athlete pool
- Demonstrated success in coaching teams at professional, collegiate, or international levels.
- Demonstrated capability to identify and development new athletes to the discipline at a high competitive level
- Recommendations (up to 3) and feedback from past coaching roles.

## 6. Removal of a Coach

A coach may be removed from the Team under the following conditions:

(a) Voluntary withdrawal – Requires written resignation submitted to the CEO/Executive Director. (b) Injury or illness – If certified by a medical professional as preventing effective participation. (c) Failure to fulfill job responsibilities – Including neglecting team preparation duties or failing to comply with USA Team Handball’s standards. (d)



Violation of USA Team Handball's Code of Conduct – Including breaches of SafeSport regulations, anti-doping policies, or team rules. (e) Failure to meet eligibility criteria – As outlined in Section 3. (f) Failure to meet periodic performance criteria established by CEO.

## 7. Replacement of a Coach

If a Head Coach is removed or withdraws from their role in a timeline to competition that renders a full selection process impracticable, USA Team Handball will appoint a qualified replacement based on the selection criteria in Section 5, subject to approval by the Selection Committee.

## 8. Conflict of Interest Policy

Selection Committee members must adhere to USA Team Handball's Conflict of Interest Policy. Any actual, potential, or perceived conflicts of interest must be disclosed and reviewed by the appropriate oversight body. Members with conflicts may be recused from deliberations or replaced on the committee, if necessary.

## 9. Public Distribution of Selection Procedures

This Framework will be publicly posted on the official USA Team Handball website upon final approval.

## 10. Application Submission

To apply, candidates must submit their resume, and any supporting materials, (such as cover letter and recommendations) to: [wbntcoaching@handballusa.org](mailto:wbntcoaching@handballusa.org). No materials or resumes submitted elsewhere, such as to USATH staff members, shall be forwarded or accepted.

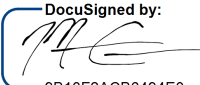
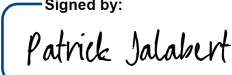
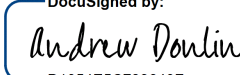
## 11. Selection Committee Members

The Selection Committee will be comprised of three (3) Independent Members and Two (2) Athletes, the latter as Selected By the Team Handball Athletes' Advisory Council.



12. Signature

I certify that I have read and understand the standards/criteria of this Framework, as well as those for coaches and competitions set by the International Handball Federation (IHF)—which have been incorporated as standards/criteria into this Framework. I further certify that the information provided herein regarding this Framework represents the method approved by USA Team Handball.

| Position                                  | Print Name       | Signature   | Date      |
|---|------------------|---|-----------|
| USA Team Handball Staff Member            | Matthew Collins  | <br>DocuSigned by:<br>9B40F2ACB6494E0...                    | 3/12/2025 |
| USA Team Handball President, Board Chair  | Patrick Jalabert | <br>Signed by:<br>Patrick Jalabert<br>0500DF68CB3F4C0...    | 3/13/2025 |
| USOPC Athletes' Commission Representative | Andrew Donlin    | <br>DocuSigned by:<br>Andrew Donlin<br>D1054E5C733640F... | 3/13/2025 |

This document serves as the official selection framework for the coaching staff of the USA Senior Women's Beach Handball National Team, and shall be the basis of qualification for the selection of a Head Coach, and approval of any assisting staff.