



USA Team Handball COACH SELECTION PROCEDURES 2025 NACHC Women’s Junior Pan American Games Qualifier

Date: February 17, 2025

Competition Dates: March 23-29, 2025

Location: Mexico City, Mexico

1. Introduction

This Coach Selection Framework (“Framework”) provides for the selection procedures for the Head Coach for the USA Junior Women’s Indoor Handball National Team for the 2025 NACHC Women’s Junior Pan American Games Qualifier (the “Qualifier”), scheduled to take place from March 23-29, 2025, in Mexico City, Mexico.

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 Head Coach in a volunteer capacity for USA Team Handball, if selected. All Available Coaches must submit an application by February 28, 2025.

Competition: 2025 NACHC Women’s Junior Pan American Games Qualifier scheduled to take place in Mexico City, Mexico from March 23-29, 2025.

Head Coach: The Head Coach of the USA Team Handball Junior Women’s National Team.

Selection Committee: The five-member committee responsible for selecting the Head Coach.

Team: The USA Junior Women’s National Team to be selected for the 2025 NACHC Women’s Junior Pan American Games Qualifier.

3. Minimum Eligibility Requirements

To be considered for selection, a coach must:

(a) Be an Available Coach. (b) 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 the



competition. (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, IHF, and NORCA competition policies.

4. Job Responsibilities

The Head Coach is responsible for:

(a) Ensuring compliance with all rules governing the Qualifier. (b) Overseeing team training and preparation before and during the competition. (c) Presenting 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 Qualifier-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 based on the following timeline:

- **February 17-24, 2025** – Applications accepted, including resumes and cover letters.
- **February 17-28, 2025** – Rolling interviews conducted by the Selection Committee.
- **By March 3, 2025** – Final Interviews Completed, Head Coach selection finalized and announced.

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 to full participation in the Qualifier and pre-event athlete selection activities.

Preferred:

- Experience coaching elite-level handball athletes, particularly in international competitions.
- Strong understanding, familiarity with current US athlete pool
- Demonstrated success in coaching teams at professional, collegiate, or international levels.
- Recommendations 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.

7. Replacement of a Coach

If a Head Coach is removed or withdraws from their role, 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) to: ✉ CoachingApplication@handballusa.org with the Subject Line: “Junior USWNT—[Name]”

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. Selection Committee Members will be updated here as approved.

12. Signature

I certify that I have read and understand the standards/criteria set by the International Handball Federation (IHF) and incorporated those standards/criteria into our 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 CEO | Michael King | Signed by: <i>Michael King</i> D2976610222B4A0... | 2/17/2025 |
| USA Team Handball President, Board Chair | Patrick Jalabert | Signed by: <i>Patrick Jalabert</i> 0500DE68CB3E4C0... | 2/18/2025 |



Member, United States Olympic & Paralympic Committee

| | | | |
|---|---------------|--|-----------|
| USOPC Athletes' Commission Representative | Andrew Donlin | Signed by:  5EA5AE4393BE4F0... | 2/18/2025 |
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This document serves as the official selection framework for the coaching staff of the USA Team Handball Women's National Team at the 2025 NACHC Women's Junior Pan American Games Qualifier.