



## **Procedure and Selection Criteria for the Team USA Coaches to the World University Games - Universiade (FISU) by NCTTA**

### **Procedure:**

- 1. Formation of Selection Committee:**
  - A selection committee is formed, including representatives from the NCTTA board of directors, experienced former and current coaches, former players, and other stakeholders.
- 2. Announcement and Advertisement:**
  - The position is advertised through various channels such as the NCTTA's website, and NCTTA's social media and other partners.
- 3. Application Process:**
  - Interested candidates submit their applications, including resumes, a letter of intent, coaching certifications, and references to [games@nctta.org](mailto:games@nctta.org).
  - Deadline January 31, 2025
- 4. Initial Screening:**
  - The selection committee reviews all applications to shortlist candidates based on the criteria explained in this document.
  - February 3-9, 2025
- 5. Interviews and Presentations:**
  - Shortlisted candidates are invited for interviews and asked to present their coaching philosophy and plans for the team.
  - February 10-21, 2025
- 6. Evaluation and Scoring:**
  - The selection committee evaluates candidates based on a scoring system covering all selection criteria.
  - February 24-28, 2025
- 7. Final Decision:**
  - The committee discusses the evaluations and decides on the most suitable candidate.
  - March 1, 2025

**8. Appointment:**

- The selected coach is formally notified of their selection and must accept or decline the appointment. If the appointment is declined, the next qualified coach will be appointed, and so on.
- 2-3 Business Days for an appointed coach to accept or decline.

**9. Announcement:**

- The decision is announced publicly.
- 2-3 Business Days within acceptance.

**Selection Criteria:**

**1. Experience and Qualifications:**

- Proven experience in coaching table tennis at the national and international level. Priority will be given to individuals with demonstrated experience coaching at international competitions.
- Relevant coaching certifications from recognized institutions.
- Previous experience with university-level teams is a plus.
- Current SafeSport certification

**2. Coaching Philosophy:**

- Clear and articulated coaching philosophy aligned with the goals of the national university team and NCTTA.
- Emphasis on both skill development and holistic athlete development.

**3. Technical and Tactical Knowledge:**

- In-depth understanding of modern table tennis techniques and tactics.
- Demonstrated experience managing the workload and schedules of players participating in multiple events within the same tournament.

**4. Player Development:**

- Ability to identify and nurture young talent.
- Experience in developing individualized training plans.

**5. Communication and Leadership:**

- Strong communication skills to effectively interact with players, other coaches, and NCTTA personnel.
- Leadership qualities and the ability to inspire and motivate players.

**6. Track Record and Achievements:**

- Documented success in previous coaching roles, including team and individual achievements in international competitions.
- Evidence of continuous professional development and staying updated with the latest coaching practices.

**7. Interpersonal Skills:**

- Ability to work collaboratively with a diverse group of stakeholders.
- Strong organizational and administrative skills.

**8. Commitment and Availability:**

- Willingness to commit (In time and financially) to the competition schedule of the team selected for the WUG.
- Organizing and participating in training sessions with team members is not required, but would be a plus.
- Flexibility to travel.
- This position will only be for the duration of the Summer 2025 World University games in Germany to take place in the Rhine-Ruhr Region, July 16-July 27 of 2025.

**9. References and Recommendations:**

- Positive references from previous coaching roles.
- Recommendations from respected figures in the table tennis community.

**10. Vision for the Team:**

- A clear and achievable vision for the future development of the national university team.
- Strategies for achieving short-term and long-term goals.

**11. Additional Criteria:**

- **Coaching Philosophy statement:**
  - A letter showing one's Coaching Philosophy.
- **Letter of Endorsement/Support:**
  - A letter of endorsement/support from a school club, university or college team.
- **School-Specific Consideration:**
  - If a specific University qualifies two athletes or more within the same gender team, that school's coach may be given additional consideration to be appointed as a team coach.
- **Regional Consideration:**
  - If a specific region/conference qualifies two or more athletes within the same gender team, then that specific regional director will be invited to nominate a coach for consideration.