



## **Women's High Performance Director**

At USA Gymnastics, we are in the midst of a transformation. Our new mission is to build a community and culture of health, safety, and excellence where athletes can thrive in sport and in life. We are focused on creating an athlete-centric organization and are guided by our new organizational values: Safety, Accountability, Integrity, Transparency, and Listening. As part of making safety our highest value, it is part of everyone's role in the organization to prioritize the protection of members, particularly minor athletes, from harm.

### **Summary Description**

Under the direction of the officers of the organization, the Vice President of Women's Program and working in conjunction with the International Elite Committee (IEC) and the Elite Development Coordinator, the High-Performance Team Coordinator will be responsible for leading the Women's National Team Program in alignment with USA Gymnastics' mission.

The High Performance Director must demonstrate a high level of organizational, communication and leadership skills. This position also demands a strong understanding of the highest level of gymnastics as well as proven experience with National Team athletes and coaches at National and International levels. The primary role within the organization includes [1] Developing the strategic plan and high performance training program for all National Team members; [2] Attend and provide leadership at all national and international competitions as needed and conduct training camps to determine athlete readiness and compliance with the established training program; [3] Oversee assignment of National Team members and judges to international competitions in conjunction with the athlete/judge selection committee; [4] Work closely with the officers of the organization, the VP of Women's Program, the Elite Development Coordinator and the IEC on all aspects of elite development program and Talent Opportunity Program (TOPS). This position will lead USA Gymnastics efforts in the promotion of a safe, healthy training environment for all participants, and will promote compliance with and enforcement of applicable USA Gymnastics rules, policies, and safe sport provisions in the gymnastics community.

### **Duties and Responsibilities**

- Develop the strategic plan and training program for all National Team members and will work with the CPO and VP on a continual basis in areas of program review, strategy and vision planning
- Adhere to and enforce the USA Gymnastics Safe Sport policies and procedures and the Athlete's Bill of Rights
- Lead with a positive environment, a passion for excellence and commitment to athlete safety and well-being
- Attend all national and international competitions as needed and conduct training camps to determine athlete readiness and compliance with the established training program

- Serve as a member of the Judge Selection Committee (JSC) as per the Women's Program Operating Code
- Per the Women's Operating Code, serve as a member of the Athlete Selection Committee (ASC), per the Women's Operating Code
- Serve as High Performance Director at all international events, including the World Championships and Olympic Games
- Communicate with athletes and coaches in a manner that is motivational and conducive to peak performance and overall well-being of the athlete
- Lead and mediate team meetings, including construction of line-ups (with ASC) and other organizational details
- Communicate with coaches regarding the expectations and needs for participation in the National Team program
- Remain current on all FIG technical regulations.
- Guide and support the national staff in their efforts pertaining to the National Team program
- Support the policies and programs of USA Gymnastics, and avoid any conflicts of interest regarding coaching and personal involvement with athletes
- Oversee and coordinate all aspects of the scheduling and activities for the National Team Program in conjunction with the VP
- With the appropriate committees and the Elite Development Coordinator, oversee the strategic plan and standardize the training program for all developmental camps and the TOPS Program
- Be available for media requests
- Provide athlete-centered leadership and educational sessions for coaches at the camps, congress or whenever requested
- Assist with the coaches' education program content
- Undertake other duties and responsibilities as reasonably assigned by USA Gymnastics

### **Qualifications**

- Strong understanding of USA Gymnastics with the demonstrated ability to work with High Performance athletes, coaches, judges and other sports professionals
- Proven working experience with National Team and elite athletes and coaches at the highest National and International levels
- Dynamic and visionary leadership designed to enhance total athlete development
- Respected internationally with excellent leadership and interpersonal skills

*Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.*

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