

Dear Candidate,

We appreciate your interest in coaching the Team USA Men's Masters Team. The near term focus for a coach is the 2016 World Championship, date and location TBD (but highly probable that it will be in South Africa, in late April-early May 2016).

Applications are due Monday, **November 10th 2014**. We intend to introduce the selected coach to Men's Masters Team USA hopefuls at the CanAm Midwestern Championships in Milwaukee on February 6th, 2015.

Again, we sincerely thank you for your interest and taking the time to submit this application information to the steering committee. We realize that this application and the following process for 2016 and beyond will require a significant commitment by both the coach and the prospective athletes. We, as a steering committee, have made the commitment to provide support to the coaching staff to further define the vision, and schedules/programs for the next 3-5 years. We are committed to putting the time in that it will take to compete for GOLD in 2016, and we are looking for a coach that will join our team with the same drive, objectives, and commitment that we have.

The US Men's Masters Team Steering Committee

Chris Tommaso  
Iain Curtain  
Danny Monroe  
Pat Johnson

Please review each of the following sections carefully and provide your responses as applicable:

1. The Current State of Men's Masters U.S. Underwater Hockey
2. Coach Requirements
3. Compensation and Expenses
4. Deadlines and Selection Process
5. About the Steering Committee
6. Application
7. Questions for Consideration

### **1. The Current State of Men's Masters U.S. Underwater Hockey**

The US Men's Master Team has an impressive recent history taking GOLD in 2002, 2004, and 2006. The last time a team was fielded was in 2008 and the team did not take a medal. A call for interest was sent out to the US Underwater Hockey community on 24 August 2014 and, to date, 17 players have expressed interest. The steering committee has also reached out to other potential US Men's Masters players and our total list of potential players currently stands at 33.

## **2. Coaching Requirements**

We are looking for the following from our Coach:

- 1.5 Year Commitment. Be interested in the position from now until the 2016 WC's; including ability to travel internationally and take time to implement your proposal.
- Select the final team to compete for a medal for 2016 WC as well as any interim events the team competes in.
- Select and manage coaching staff if additional personnel are required to meet your development plan.
- Develop, implement, and maintain a team strategy competitive in the current Worlds' environment with concise documentation (Playbook) made available for team candidates.
- Recruit, develop, and motivate team candidates to be fit and prepared.
- Participate in and manage the US Men's Masters team official schedule including clinics, tryouts, tournaments, recruitment events, and other events necessary to meet team goals.
- Manage or delegate financial management, including cost shares and timely collection/dispersals.
- Have a passion to organize a competitive sports team and a strong desire to help the Men's Masters team go for the gold in 2016!

In addition, the ideal candidate has:

- Prior Worlds experience
- Prior team sports coaching experience
- An understanding of how other National Teams compete

## **3. Compensation and Expenses**

The Men's team effort can reimburse the Coach reasonable flight and other travel expenses for team official events including airfare and lodging for the World Championship. Other expenses will be considered by the Steering Committee.

In no way does the Steering Committee believe these expenses compensate fully for the Coach's time. Much like the athletes, the quest for the medal must suffice!

## **4. Deadlines and Selection Process**

All materials must be submitted by Monday, November 10th 2014 to pajohns2@vt.edu.

We realize this is a relatively short deadline, but we want to get started as soon as possible. If this is absolutely not feasible for any reason, please request an extension from the steering committee immediately, along with a commitment for date of completion. The Steering

Committee will reply to all applicants by November 24th. Supplemental information may be required at this time. Ideally, the coach will be informed of his selection by December 1st.

The coach will be introduced to Men's Masters team USA hopefuls at the CanAm Midwestern Championships in Milwaukee on February 6th, 2015.

## **5. About the Steering Committee**

The Steering Committee's primary goal is to facilitate the selection of a coach prior to each world championship and assist potential candidates and the selected coach as required.

The Committee is:

Chris Tommaso, began playing uwh at University of Illinois in 1998. I was a member of the 2002, 2004, 2006, 2008, and 2013 US Men's Worlds teams. I am excited to put together a strong masters team, and I think an experienced coach is a key part of putting this team together.

Iain Curtain, began playing uwh in New Zealand in 1984 and was part of a team which grew college uwh in Wellington from 10 teams to 30, as well as running national college competitions and was ref coordinator for 1992 Worlds in Wellington. Began playing in DC in 2012 and represented USA at Americas Cup. Currently a member of the NBS team which won gold (2013) and silver (2014) at recent club nationals. I'm rather partial to sit in the hot tub before and after working out.

Danny Monroe, began playing uwh at Virginia Tech in Fall 1998 and started Carolina UWH Club at UNC-Chapel Hill in 2005 while a graduate student. Recently won gold on a nasty whore team in the B division at Nationals. Although I have no worlds experience, I would imagine that fitness sets apart men's masters teams even more so than open elite due to the frailty of the aging players. A coach with high fitness expectations and the ability to devise a strategy that exploits individual strengths for team synergy is very important.

Pat Johnson, began playing in 2008 and plays for and helps manage the National Capital Region (DC) Underwater Hockey Club. I started playing competitive UWH in 2012 on the team that won gold at the 2012 (as well as 2013) CAMO, Montreal, CA Tournaments and on the US masters team at Americas Cup in 2012. I played on the 2013 US national championship team (NBS) and played with NBS at the 2014 US nationals where the team won silver. My expectations for the coach and team are high and I stand ready to help achieve the collective goal of bringing home a medal.

## **6. Application**

For the purpose of selecting our coach, the following are specific items that we would like to request from you:

- A CV/resumé, detailing your 'UWH Story' up until this point

The resumé should include the following :

- Contact information, including name, address, email, and phone number
  - How long have you been playing underwater hockey?
  - How long have you been a team coach?
  - Have you ever coached a national team?
  - What is your experience as a player and as a coach?
  - Do you have any training or coaching certifications?
  - Have you played other team oriented sports?
  - Have you coached other team oriented sports?
- Your Proposal to meet the coaching requirements as outlined in the Coaching Requirements section

The Proposal should discuss your plan on how to achieve success in 2016. Proposals will be evaluated on their ability to best meet the coaching requirements. It is not expected that each and every point will be fully developed; rather, we are more interested in your plan to develop them between now and 2016. The section ‘Questions For Consideration’ may help clarify what the Steering Committee is looking for in a proposal.

### **7. Questions For Consideration :**

Below is a list of questions the steering committee might ask a prospective coach. Though these aren’t meant to be answered individually, a successful proposal will address many or all of these points in some fashion.

1. What are the short, middle and long term goals (1, 2 and 3 years) for yourself, for the team and for players?
2. What do you expect from the team?
3. What do you expect from the steering committee?
4. Please layout an ideal organization for your staff (e.g., head coach, assistants, fitness trainer, referees, event organizers, etc). Detail what they are going to do and what do you expect from them.
5. How do you plan to organize our calendar over the next 1.5 years? How many clinics/tournament as a team?
6. Consider detailing a rough schedule including number of clinics, tryout dates, and proposed selection dates.
7. How do you plan to organize clinics themselves? How many hours in the water and general plan of the day.
8. How do you plan on developing team strategy and tactics?
9. What milestones may be required along the way to accomplishing a complete strategy?
10. How are you going to follow players individually? Tracking fitness, skills and progress.
11. What are your motivational strategies and how would you drive accountability.

12. How do you want to recruit new players to the US men's masters effort?
13. How important is external fundraising to meeting your proposal?
14. Outline proposed selection method for the team. From games, fitness test, etc...
15. Outline process for selecting players for clinics.

Again, thanks for taking the time to read and thoughtfully respond to this US Men's Masters Team call for coach's proposal!