



Committee Selection Process

General Process

- Distribution of the Open Position Announcements
 - If there is a way to get a FULL membership email list, email all members. Do not send emails only to admin or other leadership positions
 - Announcements should be posted on official organization websites, including but not limited to the USAR website, USAY&HSR website, and applicable Regions, GUs, Referee Societies, SGBs, and clubs
 - Announcements should be on social media including but not limited to USAR, USAY&HSR, Regions, GUs, Referee Societies, SGBs, and clubs
 - Repost of announcements need to be through unofficial organization social media venues including but not limited to Women's Rugby Mentorship Group, BIPOC Ruggers, Ruggers for Justice, Rugby Coaches, My Transgender Rugby Experiences, Womxn's Rugby Connection, USA Rugby Referees, Rugby Coaching Information, etc.
- Application Period will be open for 1 month
- Applications will begin to be assessed beginning in the first week of the Application Period
- Following the closure of the Application Period, the applicants will be assessed, and Nominated (put forth) to the BOD
 - The Assessment and Nomination process should aim to be no longer than 2 weeks after the close of the Application Process
 - The BOD Acceptance process should take no more than 1 week to Approve or Disapprove after receipt of the list of names
 - Seating of each Committee should be named within 1 month of the closure of the Application Period
- Qualifications can be (but will develop over time with the needs of the organization):
 - Connection to the Youth and High School Community
 - A mix of rugby, professional, and/or personal ability or experiences for the particular committee subject matter
 - Strong knowledge or insight on the effect of the particular committee subject matter within the rugby community
 - Emotional intelligence, self-awareness, and personal assessment skills



Applicants will be culled in the following Steps:

- Step 1. **Likely** v. Unlikely - from Nominations WG/Committee Discussion
- Step 2. **Likely** are split into Potential for Chair v. Member Position
- Step 3. All **Likely** candidates move onto Interview stage
- Step 4. Interviews (2 for Chair, 1 for Committee Members)
- Step 5. Discussion among WG/Committee Members
- Step 6. Put forth the Committee Members and Chair for acceptance by the BOD

Application Requirements

- Resume or CV
 - Include relevant rugby and professional experience for the position
- Copies of any relevant certifications
- Self-Assessment
- 3 References
 - Include contact information
- Cover Letter
 - Include 2-3 bullet points of major accomplishments
 - Statement of why applicant is a good fit for this Committee
 - Indicate whether you identify as any of the following categories:
 - BIPOC, Latinx, Asian, or other race/ethnicity
 - LGBTQIA+
 - Woman, Non-binary, Agender, Gendervariant
 - Person with a Disability