

# **Requirements for Junior Staff**

*\*Junior coaches must be at least 18 years old OR be in their Senior Year of High School*

## **1. Worked as a Learn to Skate Instructor for 1 year (not including Apprenticeship)**

Before becoming an AAFSC LTS Instructor, individuals must complete the Apprenticeship Program with a minimum of 40 hours and the supporting evaluations and recommendations as outlined within the [Apprentice Instructor Coach Training Program](#).

Junior coach applicants must provide supporting recommendations of their work as a LTS instructor from two AAFSC Pro Staff coaches AND one from the LTS Director.

## **2. Submit Resume and Letter of Intent**

Include competitive and testing history as well as club activity.

## **3. Designated Mentor**

Junior coach candidates must work with at least one AAFSC Pro Staff member as a mentor.

## **4. Interview with Human Resources and/or Board Representatives**

If candidates meet the Junior coach requirements and submit all supporting documentation, they will have a formal interview with the AAFSC Human Resources and/or a Board of Directors representative.

## **5. Recommendation by the AAFSC Human Resources Committee**

The AAFSC Human Resources Committee will determine if the candidate should be presented to the Ann Arbor Figure Skating Club Board of Directors for consideration. Please note that depending on the number of Pro Staff currently working out of AAFSC, the Club cannot always accommodate new Junior Staff members.

## **6. AAFSC Board of Directors Review of Candidate**

The AAFSC Board of Directors considers candidates recommended by the Human Resources Committee and ultimately vote on new Junior staff members.