



## **Appendix L - Coxswain Selection Procedures**

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### **Weight Management and Control for Coxswains**

#### Minimum Weight Requirements

A coxswain must weigh a minimum of 55 kilograms (121.25 pounds) as required by World Rowing Rule 27. Coxswains under this minimum weight must carry deadweight to reach the required total.

#### Domestic Weighing and Recording

Coxswain body mass may be measured and recorded at trials, tests, selection camps, and regattas in line with USRowing's Guidance on the Weighing of Coxswains. All measurements will be conducted in a private and professional manner by designated USRowing staff. Athletes are expected to be within 2 pounds of World Rowing's minimum (121.25) for all selection events including the entirety of selection camps unless approved otherwise by Chief High Performance Officer (CHPO) or their designee and the USRowing Medical Committee.

#### Monitoring and Athlete Health

Coxswains are expected to monitor and maintain a healthy, stable body mass during training and competition periods. This monitoring process demonstrates their ability to operate safely and effectively at their agreed race weight. Coxswains are encouraged to consult with the USRowing Medical Committee regarding any health or nutrition concerns related to weight management.

#### Exceptional Circumstances

Only in exceptional cases, and with approval from the Chief High Performance Officer (CHPO) or their designee and the USRowing Medical Committee, may a coxswain above the race weight be selected for a National Team boat. Such a selection must be justified by the coxswain's

technical proficiency, tactical impact, and leadership contribution to overall crew performance.

## **Competencies and Selection Criteria for National Team-Level Coxswains**

World-class coxswains are evaluated not only on their ability to steer and command, but on the technical, cognitive, and behavioral competencies that enable a crew to achieve international performance standards. These competencies form the framework for coxswain selection at all National Team activities, including Selection Camps and Trials.

### Technical Competencies

- Boat Handling and Steering – Steers an optimal course, maintains control in varying conditions, anticipates hazards, and executes precision maneuvers.
- Race Execution – Reads and responds to race situations, executes pre-race plans, and adapts mid-race to maximize boat performance.
- Technical Model Alignment – Understands and applies the USRowing technical model; collaborates with coaches to reinforce technical and rhythm objectives within the crew.
- Information Management – Demonstrates thorough knowledge of event logistics, regulations, and traffic patterns; communicates clearly and accurately with athletes and staff.

### Cognitive Competencies

- Situational Awareness – Maintains awareness of boat positioning, crew rhythm, and environmental factors; identifies and corrects issues proactively.
- Workload and Time Management – Anticipates high-demand situations; manages time, space, and attention to ensure effective session outcomes.
- Problem Solving and Decision Making – Uses all available data and feedback to make decisive, rational decisions; demonstrates composure under pressure and during unforeseen challenges.

### Behavioral Competencies

- Personal Standards – Maintains the highest standards of conduct, discipline, and reliability; demonstrates a commitment to continuous improvement.
- Leadership and Followership – Balances authority with collaboration; motivates athletes through positive leadership; resolves conflict constructively.
- Communication – Communicates with precision and purpose; uses tone and timing effectively; listens actively and adjusts communication style to meet crew needs.

### Selection Camp – Coxswain Application and Invitation Process

Coxswains for a Selection Camp will be invited based on a structured, evidence-based application and review process managed by the Coxswain Selection Panel. This process ensures that candidates demonstrate the technical, tactical, and leadership skills required to perform at the National Team level.

Only athletes who have experience in high stakes racing at the required level should apply. Examples of this are international races, collegiate or youth national championships in eights A Finals. Athletes wishing to be considered for the PR3 4+ should also have extensive racing experience in fours.

### Application Requirements

1. Letter of Motivation – A written statement outlining interest in the National Team, relevant experience, and alignment with USRowing’s High Performance mission.
2. Rowing Resume – Detailing rowing and coxing experience, domestic and international racing history, coaching relationships, and other relevant experience.
3. Practice and Race Recordings –
  - One practice session (no more than 10’ continuous) that demonstrates:
    - Boat feel/understanding of what the boat needs and solutions to increase boat speed. This is an opportunity to show in a controlled environment how the coxswain influences the boat by identifying the areas where speed can be increased, how they communicate that to the crew, and execute a plan to increase the speed.
      - Examples: Builders, on/off workouts/strokes, step piece, on/off pyramid piece, etc.

- This needs to include a description/introduction of what the sample contains, goals of the workout, why the coxswain chose this piece. Coxswains can also highlight what they feel was the best part of the recording and where they could have improved.
- Cognitive competencies (see above)
- One full race recording demonstrating technical communication, tactical awareness, and composure under pressure. The Committee expects coxswains to record all formal racing and may request specific recordings as supplemental materials.

4. References – At least two references (e.g., head coach, high performance coach, or national team staff) who can attest to technical proficiency, leadership, and professionalism.

All candidates must send their application materials via this USRowing [FORM](#) by the deadlines posted on the USRowing website for corresponding teams and camp opportunities where coxswains are included. Additional recordings may be requested from the Coxswain Selection Panel after application deadlines.

#### Review and Interview Process

The Coxswain Selection Panel will review all submissions and evaluate each candidate based on prior international racing experience, recording quality, situational awareness, communication effectiveness, and leadership presence. Shortlisted candidates will be invited to an interview to discuss racing experiences, decision-making, leadership approach, and understanding of the USRowing technical model. Candidates invited to Selection Camp must also meet all eligibility requirements in the annual Selection Procedures.