



Request for Proposal (RFP)

Head Coach - NCR Girls High Performance All-Star Volleyball Team

1. Introduction

North Country Region is soliciting proposals from qualified individuals for the position of **Head Coach** of the 2026 U13, U15, and U17 NCR Girls All-Star Volleyball Teams. The selected coach will lead a team of top-performing athletes in the U13, U15, or U17 age division representing North Country Region at USA All-Star Championships in Columbus, Ohio in July 2026.

2. Background

The NCR High Performance All-Star Volleyball Program is designed to provide a one-of-a-kind international style experience for high-level athletes, promote sportsmanship, and strengthen competitive development within our region. The program includes tryouts, selection camp, training camp, and participation in the USA All-Star Championships - the only junior volleyball international competition within the United States.

The NCR All-Star program provides junior athletes the following opportunities:

- Exposes athletes to high-level college (NCAA and NAIA) recruiters who attend the international tournament.
- Offers a college-like sports experience where athletes learn what it is like to be treated like an elite-level athlete while training under a high-level coach.
- Be a part of independent travel experience led by highly qualified North Country Region staff and All-Star coaches.
- Compete and train alongside other all-star caliber athletes from around North Country Region.
- Play against other All-Star teams from around the country and the world.

Because the NCR High Performance All-Stars Program is housed under the umbrella of USA Volleyball, NCR All-Star Tryouts, Selection Camp, Training Camp, and the USA All-Star Championships do not count against a college coach's recruiting days.



3. Scope of Work

The Head Coach will be responsible for:

3.1 Team Leadership & Training

- Design and execute training plans, classroom sessions, and team activities tailored to high-performance athletes and promoting team cohesion.
- Provide individual skill development and tactical training.
- Ensure athlete safety, conditioning, and injury-prevention protocols.
- Work closely with the assistant coach. Assistant coach will be selected by region staff from a pool of coaches within North Country Region.

3.2 Event & Competition Preparation

- Select final roster in collaboration with assistant coach.
- Develop game strategies, lineups, and in-match adjustments.
- Attend the following required events:
 - NCR All-Star Coaches' Meeting | Thursday evening, June 11, 2026
 - NCR All-Star Selection Camp | Friday, June 12 - Sunday, June 14, 2026
 - NCR All-Star Training Camp | Friday, July 17 - Sunday, July 19, 2026
 - USA All-Star Championships | Monday, July 20 - Monday, July 27
 - Travel with NCR All-Star Coaches on Monday, July 20 from Minneapolis/St. Paul to Columbus
 - Free day on Tuesday, July 21 in Columbus
 - Delegation Meeting/Practice Day/Competition Days with teams from Wednesday, July 22 - Sunday, July 26 in Columbus
 - Travel with NCR All-Star Coaches on Monday, July 27 from Columbus to Minneapolis/St. Paul

3.3 Athlete Supervision

- Supervise athletes at all times during NCR All-Star Selection Camp, NCR All-Stars Training Camp, and USA All-Star Championships.
- Ensure a safe, positive, and inclusive environment where athletes feel supported and protected.
- Coordinate with assistant coach and other NCR All-Star Coaching Staff to monitor athletes' whereabouts, behavior, and well-being.



- Manage check-in/check-out procedures, team meetings, curfews, and general oversight during multi-day events.
- Ensure all meals are scheduled for athletes and that proper nutrition is available for athletes during USA All-Star Championships.
- Serve as the primary on-site leader responsible for athlete conduct, safety protocols, and emergency response coordination.

3.4 Administration & Communication

- Coordinate with assistant coaches, trainers, and NCR Region Team Development Program Director.
- Provide clear communication to athletes about expectations, schedule, and their role on the team.
- Adhere to all USA Volleyball bylaws, policies, and sports-ethics standards, including SafeSport and MAAPP guidelines.

3.5 Representation & Conduct

- Serve as a positive ambassador for North Country Region and USA Volleyball.
- Model leadership, inclusivity, and professionalism at all times.

4. Qualifications

Proposals should demonstrate the applicant's ability to meet the following preferred qualifications:

- Prior coaching experience at the club, high school, collegiate, or elite level.
- Strong knowledge of advanced volleyball strategy, training methods, and athlete development.
- Valid USA Volleyball membership and safety credentials, or willingness to obtain them.
- Proven ability to work with diverse groups of athletes and staff.
- Strong communication, leadership, and organizational skills.

5. Proposal Submission Requirements

Applicants must submit a complete proposal that includes:

1. **Cover Letter** expressing interest in the Head Coach position.
2. **Coaching Philosophy Statement** (1-2 pages).
3. **Resume or CV** including coaching history, certifications, and achievements.
4. **Two to Three References**, with contact information.



5. **Proposed Compensation Expectations** (if applicable).
6. **Availability** for all required training sessions, meetings, and event dates.

6. Evaluation Criteria

Proposals will be evaluated based on:

- Relevant experience and qualifications.
- Coaching philosophy and demonstrated leadership ability.
- Communication skills and professionalism.
- Compatibility with the mission and values of the NCR High Performance All-Star Program.
- References and past performance.
- Budget considerations (if compensation is part of the RFP).

7. Timeline

- **RFP Issued:** Friday, January 2, 2025
- **Submission Deadline:** Monday, January 19, 2026
- **Interviews Conducted:** Week of January 19, 2026
- **Selection Announcement:** Monday, January 26, 2026
- **Coaching Term Begins:** Thursday, June 11, 2026

8. Submission Instructions

Please submit proposals electronically in PDF format to:

Contact Name: Beth Modaff

Title: NCR Region Team Development Director

Email: beth@ncrusav.org

Phone: 952-831-9150 x6

9. Terms & Conditions

North Country Region reserves the right to accept or reject any proposal, to request additional information, and to modify the scope or timeline as necessary. Submission of a proposal does not guarantee selection.