



International Competitions– Staff Selection Process

This selection policy outlines the selection process for the staff chosen to support and represent Denmark for the 2026 Athletics season (January - December 2026)

Our objective is to ensure that all staff meet the relevant role criteria and have the necessary experience, in order to maximise the success of the team, the safety of the athletes and the opportunities for the appropriate individuals.

The purpose of this Policy is as follows:

1. Ensure all staff selected are appropriately qualified, skilled and experienced for the chosen role
2. Ensure all staff selected have completed an up-to-date Safeguarding course, I Run Clean course and adhere to the relevant Codes of Conduct
3. Ensure all staff demonstrate the required behaviours for the chosen roles

The Staff on a Denmark Team are usually comprised of the following:

Team Management; Team Leader, Team Manager, Team Coaches

Medical Team; Therapist(s)

Media Team; Media Officer(s)

1. Team Leader and Coach Opportunities

In the first instance, where appropriate and aligned to their role, Danish Athletics will identify staff, working full/part time or contracted at Danish Athletics within the Performance and Pathway Programmes, to support at Championships as Team Leaders and Team Coaches. Where there are further vacancies within management and coaching roles, Danish Athletics will provide opportunity for volunteer coaches. The process for selection for these roles will be:

1. Danish Athletics Team review of vacant positions
2. Publication of role descriptors for vacant positions
3. Expression of Interest application
4. Danish Athletics Team review, shortlisting and appointments made
5. Championship Team induction

To be part of the Team staff at internationals, coaches will be experienced, actively engaged and delivering within the Danish Athletics Pathway This may include:

- Coaching and engaging in the Futures programme (Age Group Champs)



- Personal coaches of athletes on the Danish Athletics Performance Potential, Road Running and Team Denmark programmes (Senior age group champs)

Please see the appropriate Role Descriptors for Team Leaders and Team Coaches. Applicants will be expected to demonstrate their ability to perform at a high level within their application. If needs have been identified, after appointment, Danish Athletics will provide training and guidance in a timely fashion before the competition.

2. Team Therapist Panel

Danish Athletics have a Team Therapist Provider Panel to support at International Competition and Training Camps. This is a specialist role that requires a high degree of training and experience to meet the needs of performance athletes. Please see the appropriate Role Descriptor for Team Therapist.

To be eligible to apply for work as a Team Therapist, qualified providers will need to be a member of the Panel. Applicants can join the Panel at any stage. Existing Panel Service Providers will not be required to re-apply.

.Applicants will be expected to demonstrate their ability to perform at a high level within their application.

The process for selection for these roles will be:

1. Danish Athletics Team review of vacant positions
2. Selection of therapists from the Panel for vacant positions
3. Championship Team induction

Application Process

If you are interested in applying to become a member of the Team Therapist Panel please email your CV and cover letter to the Danish Athletics Medical Coordinator, Anne Møller at anne_em@hotmail.com

Danish Athletics may, at times, create additional opportunities to interested coaches and therapists who will make the most of a learning opportunity for their own development and in the interest of creating a pipeline for these roles in the future.