Talent Development Captain

Preferred Qualifications:

- ➔ At least 3 years of FRC experience
- ➔ Excellent communication and public speaking skills
- ➔ Excellent social skills and extroverted dynamic personality
- ➔ Excellent networking skills and ability to build and maintain multiple professional relationships
- ➔ Core understanding of the team processes and roles
- ➔ Ability to listen to and understand various students' experiences on the team
- ➔ Good persuasive skills

Expectations – (inability to meet these expectations may be grounds for demotion from the position)

- ➔ Should attend all team competitions unless an exception is discussed with mentors before the start of the season with obvious exceptions for extreme circumstances
- ➔ Should attend over 80% of team meetings and clearly communicate expected absences to the entire team at least a week in advance as well as ensure that their absence is prepared for and that their authority is delegated to a capable proxy
- ➔ Will quickly resolve personal conflicts or disagreements with other team members or mentors by addressing the conflict in a healthy conversation, or requesting a third-party mentor moderate a conflict resolution session
- ➔ Will be expected to speak in front of the team regularly and participate in sponsor presentations and outreach demonstrations when needed
- ➔ Will meet any verbal commitments given to mentors in the form of accomplishing agreed upon goals or demonstrating reasonable progress and effort towards those goals

Responsibilities- (This is a comprehensive list, but this position is still a learning experience. Mentors will be available to ensure you are able to meet these responsibilities.)

- ➔ Organizing the development and use of a teamwide training, curriculum, workshop, and knowledge transfer system
- ➔ Working with mentors to make sure new students are engaged and enjoying their role on the team
- ➔ Identifying roster holes and creating a plan to resolve these issues
- ➔ Having one on one conversations with new recruits to establish relationships and help those students become comfortable with joining the team
- ➔ Owning recruitment and retention process
- ➔ Being available as a new member onboarding resource that can answer questions and help new students to fit in
- ➔ Preparing and giving recruitment pitches in their own school