



## Application for Employment

At DSA Rhythmic Tumbling Gymnastics and Cheer (DSA), our business is developing children through gymnastics skills and sportsmanship to be the best they can be in whatever they pursue...to be champions in life! We seek team members who are highly motivated, positive role models, and passionate about teaching children. If you have set high standards for yourself and have a desire to grow as an instructor and mentor, DSA is the right place for you. Your technical background as a gymnast or as a coach is important, but DSA is looking for something even greater. We are looking for inspiring character and friendly, positive personality to join our DSA Rhythmic Tumbling Gymnastics and Cheer family.

Skills and techniques can be learned but, the right personality and attitude towards coaching comes from within. This is a great responsibility that cannot be taken lightly, which is why we will only select the few that have a strong desire to be super teachers and develop children from the inside out. Outgoing personalities, warmth, friendliness, and a desire to serve are essential qualities for DSA employees and what makes our team so great to be a part of. At the end of each day our children and families go home with pleasant memories of the way they were treated here at DSA Rhythmic Tumbling Gymnastics and Cheer. DSA is looking for special team members that understand and support the same vision. If you believe that you are the enthusiastic, fun, caring and hungry-to-learn type of person then DSA Rhythmic Tumbling Gymnastics and Cheer is looking for you!

### DSA Employment Process

- 1. Application.** Complete this application, sign, and submit to [dushynsports@gmail.com](mailto:dushynsports@gmail.com) or to DSA Rhythmic Tumbling Gymnastics and Cheer front desk at address 6333 FM 3180, Ste G, Baytown, TX 77523 (Month Belvieu). Answer all questions as completely as possible. The information you provide on this application will be reviewed to determine your qualifications to move onto the next step in our process.
- 2. Background Check & Interview.** Based on application review, potential candidates will undergo background and character verification. References will be contacted, and criminal history search will be conducted. Qualified candidates will be contacted for an interview. Be advised that more than one interview session may be conducted and may be performed in person at our facility. We want to ensure that prospective employees are comfortable working with children and will be a good fit in the DSA family.
- 3. Training Trial for Coaching Positions.** Upon agreement, you will be invited to join and assist some of our classes with our coaches guiding and observing you. It is your responsibility to apply yourself and show us that you are suited for this great responsibility working with children in a safe, fun, and motivating manner.
- 4. Provisional Employment.** Once you have demonstrated your abilities, and most importantly your positive character, you will be offered provisional employment for up to 90 days. During this time your performance, attendance, and behavior will be carefully monitored by DSA management and coaches. Objectives will be set for your provisional period. Candidates for coaching positions will be required to observe training videos, demonstrate coaching skills, and instruct groups of children. Coaching candidates will be required to obtain the appropriate certifications such as USAG Safety Certification and First Aid Certification during this time. You will be reimbursed for this cost after 6-months of continuous employment with DSA.
- 5. Official Employment.** After successful completion of the provisional employment period, you will be given an evaluation to assess your understanding of DSA policies and procedures and the safety and technical aspects of gymnastics. A review meeting will be held with you. Upon satisfactory evaluation and demonstrated compatibility with DSA philosophy and culture, you will be offered official employment.



EMPLOYMENT HISTORY: List your last three employers below beginning with the most recent one

| Employment Dates<br>Month/Year  | Employer<br>Name, Address, Phone | Position | Salary /<br>Pay Rate | Reason for Leaving |
|---|----------------------------------|----------|----------------------|--------------------|
| From:<br>To:  |                                  |          |                      |                    |
| May we contact your current employer? YES NO (circle one) Describe your work & responsibilities: _____<br>_____ |                                  |          |                      |                    |
| From:<br>To:  |                                  |          |                      |                    |
| Describe your work & responsibilities: _____<br>_____   |                                  |          |                      |                    |
| From:<br>To:  |                                  |          |                      |                    |
| Describe your work & responsibilities: _____<br>_____   |                                  |          |                      |                    |

REFERENCES: Provide professional and personal references who can speak about your experiences and character

| Reference Name | Phone Number | E-mail | How does this person know you? How long |
|----------------|--------------|--------|---|
|                |              |        |   |
|                |              |        |   |
|                |              |        |   |
|                |              |        |   |

EDUCATION: List your last two schools beginning with the most recent one.

| School Name & City, State | Course of Study | Months/Years Attended | Graduated? |
|---------------------------|-----------------|-----------------------|------------|
|                           |                 |                       |            |
|                           |                 |                       |            |

**HEALTH HISTORY:**

Gymnastics activities involve risks of physical injury. Safety of our athletes and coaches is a top priority. Teaching physical skills requires quick movement, "spotting" (catching), and lifting of children. Do you have any muscular, skeletal, or joint issues that may restrict your ability to safely perform duties required for coaching positions? YES NO

If yes, describe injuries and/or limitations \_\_\_\_\_

Have you ever been injured while working at previous jobs and had to take time off? YES NO

Have you ever had a claim against Workers' Compensation Insurance? YES NO

**CRIMINAL BACKGROUND CHECKS AND EMPLOYMENT STANDARDS:**

Have you ever been convicted for any crime including assault, sex related, child abuse related, or driving under the influence offenses? YES NO

As a condition of employment and working with children, DSA will perform personal and criminal background checks. I consent to background checks. YES NO

As a condition of employment and working with children, DSA WILL NOT allow employees to work under the influence of alcohol or illicit drugs. I consent to random drug testing. YES NO

As a condition of employment and working with children, DSA WILL NOT allow visible tattoos. I agree to not have visible tattoos while working at DSA. YES NO

As a condition of employment and working with children, DSA WILL NOT allow visible, unconventional body piercings (such as nose, eyebrows, lips, tongue). I agree to not have visible, unconventional body piercings while working at DSA. YES NO

**CERTIFICATION OF ACCURACY AND UNDERSTANDING OF DSA EMPLOYMENT APPLICATION & PROCESS:**

I certify that my responses on this application are complete and true. If I am employed, I understand that any false, incomplete, or misleading statements given on this application or during the interview(s) shall be grounds for dismissal. I have read and agree to the statement above.

Initial here: \_\_\_\_\_

I authorize investigation of all statements contained herein and references listed above to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release all parties from all liabilities for any damage that may result from furnishing same to you. I have read and agree to the statement above.

Initial here: \_\_\_\_\_

I understand that if I am hired my continued employment is contingent upon my successful performance during provisional period for up to 90 days. I also understand and agree that, if hired my ongoing employment will be AT WILL for no definite period and may, regardless of the date of employment or my wages, be terminated at any time with or without any prior notice or reason. I have read and agree to the statement above.

Initial here: \_\_\_\_\_

My signature below certifies that I have read and understood all the information presented to me under this application packet, and by applying I consent to the policies and procedures of DSA as set forth in this application. I have read and agree to the statements above.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_  
mm dd yyyy