



SELECTION POLICY

Triathlon NSW Development Pathway

1st July 2020 – 30th June 2021

TNSW U23 Development Squad

TNSW Emerging Talent Squad

Rest of State Talent Academy (ROSTA)

Regional Academy of Sport inc. (RASi)

A. INTRODUCTION

1. This Policy details the process and criteria by which Triathlon NSW determines the members for the Under 23 Development Squad (TNSW U23), TNSW Emerging Talent Squad (TNSW ETS) and Rest of State Talent Academy (ROSTA) for the 2020-2021 season.
2. The Policy also provides Regional Academy of Sport (RASI) Programs operating under a Memorandum of understanding (MOU) to implement this policy for their selection committee to determine the members within their respective RASI program.
3. If a selected member withdraws, is withdrawn or is declared unfit to continue as a member of any Squad, the Selection Committee may replace that member with a further selection however discretion is absolute and need not be exercised.
4. This Policy can be amended at any time by Triathlon NSW if Triathlon NSW is of the opinion that such an amendment is necessary as a result of any change in the Development Pathway guidelines, or to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interests of Triathlon NSW by Triathlon NSW. Triathlon NSW shall not be responsible or liable in any way to any one as a result of any such amendment.
5. It is the athlete's responsibility to read and understand this Policy (and other supporting documents and/or policies).

In the first instance, for further clarification relating to this Policy, queries should be directed to Mick Delamotte: (mick.delamotte@nsw.triathlon.org.au) in his role as the Coach Education and Pathway Manager for Triathlon NSW.

If an athlete, accredited Triathlon Coach or parent is still unclear about the Policy (and other supporting documents and/or policies) operation or effect, enquiries can be forwarded to Triathlon NSW Chief Executive Officer, Adam Wicks (adam.wicks@nsw.triathlon.org.au)

ELIGIBILITY

Only athletes qualified according to the terms of section will be eligible for selection as a member of the relevant Programs.

1. Triathlon NSW general eligibility criteria for TNSW U23, TNSW ETS, RASI and ROSTA;

An athlete must:

- a. maintain annual membership with Triathlon Australia;
- b. be in good standing with Triathlon NSW;
- c. permanently reside in New South Wales;
- d. where being considered for the ROSTA not be eligible to apply in a Regional Academy of Sport (RASI) program due to their geographic location of permanent residence (which may be a boarding school).

- e. agree to and sign the 2020/2021 Athlete Agreement upon selection in the pathway;
- f. if under 18, both parents &/or guardians agree to and sign the 2020 / 2021 'Parent / Guardian Agreement';
- g. agree to the completion of the relevant Athlete Pre-screening Questionnaire, Pre-participation evaluation and any other relevant athlete profiling screenings requested by Triathlon NSW.

For the avoidance of doubt, any selected member or parent / legal guardian (if U18) of the Pathway not willing to sign the 2020/2021 Triathlon NSW Athlete Agreement will be excluded from the Program. A parent / legal guardian agree to and sign the 2020 / 2021 'Parent / Guardian Agreement. Exceptions to this rule can be made, however will only be allowed upon writing to the Triathlon NSW Executive Director and under exceptional circumstances.

2. Triathlon NSW pathway specific eligibility criteria;

For an athlete:

- a. To be eligible for selection in the Rest of State Talent Academy (ROSTA) or RASi programs for 2020-2021, athletes must be between 13 and 17 years of age as at 31 December 2021 (i.e. born in years 2008, 2007, 2006, 2005 or 2004).
- b. To be eligible for selection in the Rest of State Talent Academy (ROSTA) for 2020-2021, athletes must not be eligible for a Regional Academy of Sports program based in their geographic location of permanent residence (which may be a boarding school at the time of application).
- c. To be eligible for selection in the TNSW ETS Talent Squad for 2020-2021, athletes must be between 16 and 19 years of age as at 31 December 2021 (i.e. born in years 2005, 2004, 2003, 2002).
- d. To be eligible for selection in the TNSW U23 Squad for 2020-2021, athletes must be between 18 and 23 years of age as at 31 December 2021 (i.e. born in years 2003, 2002, 2001, 2000, 1999, 1998).
- e. To be eligible for selection athletes must be (or will work to become) draft legally endorsed through the Triathlon Australia draft legal endorsement process and will subsequently have one of the following membership categories once endorsed;
 - Youth Draft Legal for 14 year old's as per TA membership year (31 December 2020/21)
 - Junior Draft Legal for 15 – 18 year old's as per TA membership year (31 December 2020/21)
 - Pro Development U23 Licence as per TA membership year (31 December 2020/21)

- f. Must be a member of Triathlon Australia at the time they accept their position in any part of the pathway and maintain financial membership in order to remain part of the Pathway.
- g. Athletes must complete the relevant online nomination form no later than the date noted in Section D. Triathlon NSW may accept an application after this time in their absolute discretion.

B. SELECTION PROCESS

1. Number of SQUAD positions:

- a. The selection committee may select a minimum of twenty (20) athletes and a maximum of thirty (30) athletes in the ROSTA, a minimum of twelve (12) athletes and a maximum of twenty six (26) athletes in the TNSW Emerging Talent Program and a minimum of twelve (12) athletes and a maximum of sixteen (16) athletes in the TNSW Under 23 Development Squad. (noting an additional five (5) positions remain open for Talent Transfer athletes in any program to be selected and added at any time throughout the year).
- b. RASi minimum and maximum numbers will be dependent upon each RASi budget and policy requirements;
- c. This policy does not require Triathlon NSW to select the maximum number of athletes to the Program. Final Pathway numbers and selection decisions are at the absolute discretion of the Selection Committee as set out in this Policy.

2. Athletes can only be selected via the following:

Automatic selection;

Discretionary selection; or

Talent Transfer during the course of the season.

3. Automatic Selection

- a. An athlete can qualify for automatic selection to the ROSTA or RASi programs through performance inclusive of;
 - Top 10 result at a Youth or Junior Australian Triathlon Series individual event in 2019/2020 (Devonport and Runaway Bay);
 - Podium result at the Junior Australian Triathlon Series Mixed Team Relay event in 2019/2020 (Devonport) where the individual was one of the four participating team members;
 - Podium result at the 2019 TNSW Super Sprint Race Weekend (Orange) in the Youth A (those born 2005 only), Youth B or ITU Junior Category.

- Top 10 in the NSW All Schools Triathlon Championships in 2020 in the Junior and Intermediate category;
- b. An athlete can qualify for automatic selection to the TNSW Emerging Talent Squad through performance in the following Races;
- Been selected in the Australian Junior Team for the 2019 ITU Junior World Championships (Lausanne);
 - Top 10 result at a Youth or Junior Australian Triathlon Series individual event in 2019/2020 (Devonport and Runaway Bay).
 - Podium result at the Junior Australian Triathlon Series Mixed Team Relay event in 2019/2020 (Devonport) where the individual was one of the four participating team members;
 - Podium in the NSW All Schools Triathlon Championships in the Intermediate or Senior Division 2020 (and competed in a State or National ITU Junior event in the same season).
 - Accumulated ITU Points as published by the International Triathlon Union World Rankings as at 1 July 2020.
 - Podium result at the 2019 TNSW Super Sprint race weekend (Orange) in the Youth A (those born 2005 only and who made A or B final) or ITU Junior Category (must have made A final for males or A or B final for females);
- c. An athlete can qualify for automatic selection to the TNSW Under 23 Development Squad through performance in the following Races;
- Podium in the 2019 ITU World Championships in the ITU Junior or Elite U23 Category;
 - Podium race result at the ITU Junior Australian Championships, Devonport;
 - Top 10 result in the U23 Australian Triathlon Series events in 2019/2020 (Devonport).
 - Ranked in Top 300 on accumulated ITU Points as published by the International Triathlon Union World Rankings as at 1 July 2020.
 - Podium in a Mixed Team Relay (MTR) team at the Australian Junior MTR Championships

4. Discretionary Selection

- a. The Selection Committee may select remaining positions in the ROSTA, TNSW ETS and TNSW U23 Squads following the allocation of any automatic positions under Clause C above. This discretion is absolute, and it need not be exercised.
- b. In exercising its discretion in selecting remaining positions in the Pathway, the Selection Committee can consider any other matters it deems relevant for consideration including but not limited to:
 - i. Performances from individual or teams' sports;
 - ii. Performances from previous multisport events;
 - iii. Performances and conduct at Triathlon NSW camps, Talent Transfer Camps/Clinics or organised Selection Camps held where physical and behavioural attributes consistent with athletes who successfully transition to Elite competition can be considered;
 - iv. Where video evidence exists (voluntary submission up to 1 min) that demonstrates attitude and behavioural traits consummate to an intrinsically motivated individual (e.g. ability to adapt, problem solve, commit to skill progression, demonstrate maintenance of fitness or other complimentary attributes)
 - v. A para athlete whom may demonstrate a level of competency and talent taking into account but not limited to:
 - a. previous demonstration in single discipline or team sport events;
 - b. results from past Multisport events;
 - c. talent ID in line with Triathlon Australia categorisation
- c. The Selection Committee does not have to fill all positions in the Pathway.
- d. The Selection Committee will advise the Triathlon NSW Board of the selected athletes.

5. Talent Transfer Selection.

Athletes may be invited to the Pathway as a Talent Transfer athlete into either the ROSTA, TNSW ETS or TNSW U23 by Triathlon NSW.

A Talent Transfer athlete is not a current active Triathlon participant (3 or less sanctioned Triathlon events) and may be invited or accepted for one or more Program initiatives in addition to the minimum number of automatic and discretionary selected positions within the program;

A Maximum of up to five (5) Talent Transfer spots remain open in each squad for the above purpose.

C. SQUAD MEMBERSHIP CONDITIONAL

1. All athletes selected in the Program under this Policy are expected to maintain a level of fitness commensurate with the level of competition they will be required to race at.
2. Any athlete selected who fails to meet the above obligation may at the discretion of Triathlon NSW or the RASi be removed from the Program.

D. TIMELINE OF SELECTION (RASi & ROSTA)

Date	Process
01/08/2020	Nominations online open for all RAS and ROSTA squad
23/08/2020	Online nominations close (5 pm)
26/08/2020	Provisional Squad announced and Appeals Open (2 days)
28/08/2020	Appeals Close (2 days later)
30/08/2020	Final selection (announced via TNSW website)

E. TIMELINE OF SELECTION (TNSW ETS & TNSW U23 Development Squad)

Date	Process
01/07/2020	Nominations online open TNSW ETS and TNSW U23 Squads
7/08/2020	Online nominations close (5 pm)
13/08/2020	Provisional Squad announced and Appeals Open (2 days)
15/08/2020	Appeals Close (2 days later)
17/08/2020	Final Squad selection (announced via TNSW website)

F. APPEAL PROCESS

1. An eligible athlete who fails to be selected for the SQUAD under the process and criteria set out in this policy may appeal against omission from the SQUAD as set out in this section.
 - i. The Sole ground of any appeal is that the Athlete's omission from the SQUAD was as a result of a failure by Triathlon NSW to properly follow the process set out in this policy.
 - ii. Any Appeal under this clause will proceed in accordance with the procedure set out in 'TNSW Junior Development Squad Appeal' document.
2. Any eligible athlete wishing to appeal his/her omission from the SQUAD must be made in writing to the Triathlon NSW CEO by 5:00pm on the second working day following the announcement of the SQUAD. It must be accompanied by a \$100 fee which will be refunded if the appeal is successful.
3. The Appeal will be forwarded to the Triathlon NSW Appeals Committee who will review the appeal on its merits within 7 days. The athlete will receive a written response from Triathlon NSW.

This decision of the appeal committee is final.

4. RASi may choose not to have an appeals process and therefore advertised selections will be deemed final.

G. INTERPRETATION

In this Selection Policy the following words and phrases have the following meanings:

Automatic Selection – the process of choosing athletes for nomination by reason of performance across various races in season 2019/20 season as described in clause C.

Selection Committee – Triathlon NSW Selection Committee comprising of a Chair who is the Triathlon NSW CEO, and four members appointed by Triathlon NSW from time to time. The Triathlon NSW Pathway Manager is not a selector. A separate Selection Committee for each RASi will operate as appointed by the RASi.

All members are chosen due to their knowledge of the sport, significant experience and independence in this process.

Discretionary Selection – the process of choosing athletes for selection at the discretion of the Selection Committee as described at clause 4.

Pathway – TNSW U23 Development Squad, TNSW Emerging Talent Squad, Regional Academy of Sport Program Inc. and Rest of State Talent Academy.

Talent Transfer: is not a current active Triathlon participant and who has not previously competed in the sport at a State or National level apart from School participation.

Triathlon NSW Ltd
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