

# Selection of Senior Technical Team (STT) Officials for Events of National Significance Policy July 2019

## 1.0 Purpose

The purpose of this policy is to outline the process in which technical officials are appointed to the Senior Technical Team (STT) for Events of National Significance (EONS).

The STT is made up of three roles:

1. Technical Delegate (TD)
2. Race Referee (RR)
3. Chief Race Official (CRO)

Other assistant positions may be allocated if required (ATD, ARR, ACRO).

## 2.0 Selection Process

An expression of interest (EOI) process will be conducted to allow officials the opportunity to nominate for a STT position for EONS. Only those officials who have nominated for STT roles will be eligible. In the absence of a suitable applicant, officials may be approached directly to fulfil the STT roles. This selection process may involve contact with state executives and state technical committees where appropriate. The selection of STT positions at ITU and OTU events may differ to the selection policy outlined below.

The following criteria will be considered when selecting officials for STT positions for EONS:

1. The official has the appropriate level of accreditation and experience to fulfil the role and will execute their responsibilities to the degree the event requires
2. The official has a current TA membership
3. The official is in good standing with Triathlon Australia
4. The official attends the required number of events each season, completing post-event and other reporting as required in a timely manner

5. The official is willing to give and receive performance feedback at these events when required
6. Ability to self-fund
7. The official has well-developed negotiation and communication skills both with officials and the event organiser

In the case of National Championships that are conducted under ITU rules, those officials who have the relevant ITU qualifications will be given the opportunity to attend these events in preference to those officials who do not have these qualifications.

To ensure that our team of senior technical officials has an appropriate diversity balance, the following special considerations may be given to prioritising development opportunities to maintain variety in appointment:

1. Special skills that may be required to nurture the ongoing relationship with an Event Organiser
2. The event lends itself the opportunity to further develop an official's skill set, resulting in a greater depth of experience in the TO programme to draw from for future events
3. Where achievable, the TD and CRO will reside from the same state/territory as where the event is hosted, and the RR will be from interstate

### **3. Selection Committee**

The selection committee currently consists of:

- Triathlon Australia National Manager Events
- The Chair of the Technical and Operational Risk Committee (TORC)
- Executive Director of the STTA in which the event is held

The CEO of Triathlon Australia may be required to participate in selection decisions if any one or more of the selection committee is unavailable, or if a member of the selection committee is also a nominee for a STT role at an EONS.

#### **4. Selection announcements**

Successful and unsuccessful officials will be notified of the outcome of their nomination as soon as possible and no less than 30 days before the event date.

Following selection and appointment, if an STT official becomes unavailable to fulfil the role, the appointed TD of the EONS may select a replacement from the technical official team for that event. In cases where the appointed TD for an EONS becomes unavailable, the selection committee will appoint a replacement from that event's existing technical team. In all cases, when there is an absence of suitable applicants, officials may be approached directly by the selection committee to fulfil the vacated STT position.

#### **5.0 Appeals**

If an official would like to dispute a decision made by the selection committee, initially they should contact their STTA for clarification on the process and the manner in which the appointments were made. They may also refer to the Triathlon Australia member protection policy.

#### **6.0 Field of Play (FOP) Reimbursement**

FOP reimbursements for officials will differ for each state and territory. Please contact your STTA Technical Officer for a current reimbursement policy.