

NSW TRIATHLON
STATE PATHWAY PROGRAM
SELECTION POLICY

1st July 2025 – 30th June 2026

NSW Triathlon Development Squad

Rest Of State Talent Academy (ROSTA)

Regional Academy of Sport inc. (RASi)

1. DEFINITIONS AND INTERPRETATIONS

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

Athlete means a person who participates in the sport

Automatic Selection means the process for selection by reason of participation and engagement in Pathway activities as described in Section 6

AusTri means AusTriathlon

DEVELOPMENT SQUAD means the NSW Triathlon Development Squad

Discretionary Selection means the process of selecting athletes at the discretion of the SC as described in Section 6

DL / DLE means Draft Legal/ Draft Legal Endorsement

Eligible Athlete means an Athlete that meets the requirements in Section 4

Nomination describes the process by which the Athlete applies for selection in the State Pathway Programs

NSWT means NSW Triathlon

ROSTA means Rest of State Talent Academy

SAC means the NSW Selection Appeal Committee

SC means the NSW Selection Committee

SPP means the State Pathway Program including all athletes selected in the NSW Triathlon Development Squad and the Rest of State Talent Academy (ROSTA) for the 2025-2026 season

Sport means Triathlon and Multisport

STA means Sport Transferal Athlete

TTP means Target Talent Program

TTPSC means Target Talent Program Selection Committee and will be comprised of the National Pathways Program Officer, GM Sports Services, and the Head of Performance Pathways.

WT means World Triathlon

1. OBJECTIVES

The aim of the State Pathway Program(SPP) is to grow Youth, Junior and U23 multisport participation and develop skills for fun and safe progression in alignment with AusTri national pathway program guidelines. The focus of the SPP is to provide a nurturing and supportive environment for the development of NSW athletes aged between 12 - 22 years, allowing them to maximise their enjoyment and potential in the sport over time. This is achieved by engaging with the network of athletes, parents and home coaches to support each individual to achieve personal excellence and to prepare athletes for the demands of training and competition

physically, technically, tactically and psychologically through education, skill development and race opportunities. The SPP enhances offerings within their home training environments and cultivates a team environment that promotes camaraderie, pride and shared achievement.

2. INTRODUCTION

- a) This Selection Policy (Policy) details the process and criteria by which NSW Triathlon will consider and determine the members for the 2025/26 State Pathway Programs (SPP),
- b) The SPP includes all athletes selected in the NSW Development Squad and the Rest of State Talent Academy (ROSTA) for the 2025/2026 season,
- c) This SPP Selection Policy also provides Regional Academy of Sport (RAS) Programs operating under a Memorandum of Understanding (MOU) the opportunity to implement this policy if they choose to for their selection committee to determine the members within their respective RAS program(s),
- d) If a selected SPP member withdraws, is withdrawn or is declared unfit to continue as a member of the SPP, the Selection Committee (SC) may replace that member with a further selection. This discretion is absolute and need not be exercised,
- e) This policy can be amended at any time by NSW Triathlon and if NSW Triathlon are of the opinion that such an amendment is necessary. NSW Triathlon shall not be responsible or liable in any way to anyone as a result of any such amendment,
- f) It is the responsibility of athletes, parents, and coaches to read and understand this policy, supporting documents and/or policies. Any questions can be directed to NSW Triathlon Chief Executive Officer Adam Wicks adam.wicks@nsw.triathlon.org.au.

3. OVERALL ELIGIBILITY

To be considered for the SPP the athlete must meet the below criteria:

- a) Maintain annual Standard or Premium memberships with Aus Tri,
- b) Be in good standing with NSW Triathlon,
- c) Not be an AusTri categorized athlete,
- d) Meets the eligibility requirements for citizenship as determined by the Australian Government or in the process of being eligible; be eligible to represent Australia at International competition,
- e) Be a resident of NSW,
- f) 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),
- g) Athletes must complete the relevant online nomination form no later than the date noted in this Selection Policy. NSW Triathlon may accept an application after this time in their absolute discretion,
- h) Agree to the completion of the relevant Health Questionnaire, Pre Participation Evaluation (PPE) and any other relevant athlete profile screenings requested by NSW Triathlon,
- i) Athletes must be draft legal endorsed (DLE) (or working towards draft legal endorsement through the AusTri draft legal endorsement process. Details here [Draft Legal Endorsement](#)

- [Register](#) (Para athletes or Talent Transfer athletes are exempt from DLE until such point they wish to enter a DLE race or attend a camp where it becomes a safety concern. The athlete should work with the Pathway Lead to build toward the DLE),
- j) Athletes are encouraged to have a current AusTri accredited coach. Athletes who don't have an AusTri accredited coach are still eligible to be nominated. SPP communications will only be directed to athletes, parents / guardian / carer (U18) and their AusTri accredited coaches. SPP coach professional development opportunities will also only be offered to AusTri accredited coaches who have also completed all relevant National Integrity Framework requirements,
 - k) Any results submitted as part of the application process must be verifiable.
 - l) Meet age eligibility requirements: athletes must be 12-22 years of age on 31 December 2025 (born in the year 2013 - 2003),
 - m) Is not serving any current sanctions,
 - n) Will agree to and sign the State Pathway Athlete Agreement or relevant RASi Athlete Agreement policy. Any selected member of the SPP not willing to sign the 2025/2026 NSW Athlete Agreement may be excluded from the SPP and replaced as per the SPP Policy,
 - o) All athletes selected in the SPP under this Policy are expected to maintain a level of fitness commensurate with the level of competition they will be required to race at.

4. SPECIFIC ELIGIBILITY CRITERIA

For an athlete:

- a) To be eligible for selection in the Rest of State Talent Academy (ROSTA) or RASi programs for 2025/2026, athletes must be between 12 and 18 years of age as at 31 December 2025 (i.e. born in years 2013, 2012, 2011, 2010, 2009, 2008, or 2007),
- b) To be eligible for selection in the Rest of State Talent Academy (ROSTA) for 2025/2026, athletes must not be eligible for a Regional Academy of Sports program based on 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 NSW Development Squad for 2025/2026, athletes must be between 15 and 22 years of age as at 31 December 2025 (i.e. born in years 2010, 2009, 2008, 2007, 2006, 2005, 2004, 2003),
- d) Must pay the 'Athlete Levy' as invoiced by NSW or the appropriate RASi.

5. POSITIONS IN PROGRAMS OF THE STATE PATHWAY PROGRAM

- a) The SC may select a maximum of thirty (30) athletes in the ROSTA,
- b) The SC may select a maximum of fifty-two (52) athletes in the Development Squad, with up to four (4) spots allocated to paratriathletes,
- c) RASi minimum and maximum numbers will be dependent upon each RAS budget and policy requirements,
- d) This policy does not require NSW to select the maximum number of athletes in each squad. Final Pathway numbers and selection decisions are at the absolute discretion of the SC as set out in this Selection Policy,

6. SELECTION PROCESS

1) An athlete can qualify for automatic selection to the ROSTA or RASi programs through performance inclusive of;

- a) Podium result at the 2024/25 NSW Super Sprint race weekend (Orange) in the Youth or Junior Category,
- b) Top 3 in the overall Youth point score in the NSW Billigence Pathway Series in 2024/25 season,
- c) Podium result in Youth Individual at the 2024/25 Your Local Club Academy Games Tamworth April 12th, 2025,
- d) Podium result at the Australian Super Sprint Championships, Runaway Bay January 2025 (Youth and Junior A Final),
- e) Appendix A - Minimum Performance Standards under What It Takes To Win (WITTW) modelling in both swim and run.

Priority is given first to the racing performances (6.1a – 6.1d) and second to the Minimum Performance Standards (6.1e) for auto selection.

2) An athlete can qualify for automatic selection to the NSW Development Squad through performance in the following races providing they are of eligible age – 2010, 2009, 2008, 2007, 2006, 2005, 2004, 2003

- a) Any eligible athlete that finishes in the top 6 in an individual race event from those listed below will be automatically selected:
 - Australian Super Sprint Championships, Runaway Bay 2025 (Youth A and Junior A Final),
 - Oceania Championships Devonport March 2025,
 - School Sport Australia Triathlon Championships Rockingham West Australia March 2025.
- b) Selected in the Australian Junior Team for the 2025 World Triathlon Junior World Championships,
- c) Won the 2024/25 Youth Academy Games Individual Championships,
- d) Podium result at the 2024/25 NSW Super Sprint race weekend (Orange) in the Junior or Junior B Category (must have made A final for males or A or B final for females),
- e) Podium result at the 2024/25 NSW Super Sprint race weekend (Orange) in the PTS3, PTS4 category,
- f) Podium in the overall point score in the NSW Billigence Pathway Series in 2024/25 season,
- g) Selected in the Australian U23 Team for the 2024/25 WT U23 World Championships,
- h) Ranked in Top 300 on accumulated World ranking Points as published by World Triathlon as at 1 July 2025,
- i) Podium in a Mixed Relay at the Oceania Mixed Relay Championships (2024/25 Devonport),

- j) Appendix A - Minimum Performance Standards under (What It Takes To Win) WITTW modelling in both swim and run.

Priority is given first to the racing performances and rankings (6.2a – 6.2j) and second to the Minimum Performance Standards (6.2k) for auto selection.

3) Discretionary Selection

- a) Following the allocation of any automatic positions the SC may select remaining positions in the SPP under Section 5. This discretion is absolute, and it need not be exercised,
- b) In exercising its discretion in selecting remaining positions in the SPP, the SC can consider any other matters it deems relevant for consideration including (but not limited by) the following attributes provided as directives from the AusTriathlon High Performance Program and included in Appendix A,
- c) Each RASi shall create their own Selection Committee to select a team via Discretionary Selection with a NSW representative included on the committee,
- d) The SC does not have to fill all positions in the State Pathway Program,
- e) The SC will advise the NSW Triathlon Board of the selected athletes.

4) The above can be demonstrated through:

- i. Representation at the State or National level in another complimentary sport (e.g Cross Country Running, Surf Lifesaving, Rowing, MTB, Road & Track Cycling, Freestyle swim 50 – 400m, Track run 800 – 3000m),
- ii. Alternative multisport events,
- iii. Performances and conduct at NSW Triathlon Talent ID or Talent Transfer Camps/Clinics or organised Selection and Race Camps held,
- iv. A para-athlete who may demonstrate a level of competency and talent taking into account but not limited to the above attributes.

7. SPORT TRANSFERAL ATHLETE SELECTION

- a) Athletes may apply or be invited within the SPP as a Sport Transferal Athlete (STA) into either the ROSTA or Development Squad at any time during the season.
- b) A STA is not a current active triathlon participant, (three or less sanctioned triathlon events) and may be invited or accepted for one or more Pathway initiatives in addition to the minimum number of automatic and discretionary selected positions within the Pathway,
- c) A maximum of up to five (5) STA spots are open in each squad for the above purpose.

8. TIMELINE OF SELECTION NSW / ACT DEVELOPMENT SQUAD

01/07/2025 Nominations open
 20/07/2025 Nominations close
 24/07/2025 Provisional squad announced

25/07/2025 Appeals Close
28/07/2025 Final Squad Announced

9. TIMELINE OF SELECTION (RASi, ROSTA)

14/07/2025 Nominations open
03/08 /2025 Nominations close
07/08/2025 Provisional squad announced
08/08/2025 Appeals close
11/08/2025 Final Squad Announced

10. FUNDING

- a) There are costs associated with participation in all events, camps or clinics which are to be covered by the athlete. Although NSW Triathlon invests significantly into the program by way of subsidises to ensure that the price is kept to a minimum,
- b) NSW Triathlon is mindful of minimising costs and will always attempt to ensure prices remain as low as possible.

11. APPEALS PROCESS SPP

- a) An eligible athlete who fails to be selected for the SPP may appeal against omission via the process set out in the State Pathway Program Selection Appeals Policy,
- b) For the avoidance of any doubt, an Athlete's right of appeal is limited to procedural grounds and does not extend to an investigation of the merits of a particular selection decision,
- c) RASi may have their own appeal policy at their discretion or may not have an appeals process and therefore advertised selections will be deemed final,
- d) The sole ground of any appeal is that the Athlete's omission from the SPP was as a result of a failure by the SC to properly follow the process set out in this policy.

12. TARGET TALENT PROGRAM

The objective of the Target Talent Program (TTP) is:

- a) Provide athletes with unique development opportunities that support their progression towards the High Performance (HP) Pathway,
- b) Cultivate a team environment that promotes camaraderie, pride, and shared achievement.

13. TARGET TALENT APPLICATION

- a) If a TTP athlete withdraws, is withdrawn or is declared unfit to continue as a member of the program, the TTPSC may replace that member with a further selection. This discretion is absolute and need not be exercised,
- b) Must meet eligibility criteria as set in (3. OVERALL ELIGIBILITY),
- c) TTP athletes must be 16-22 years of age on 31 December 2025,
- d) Not be within the Aus Tri: Aspire, Ascent & Achieve programs.

14. SELECTION PROCESS - TARGET TALENT PROGRAM AUTOMATIC SELECTION

- a) An Athlete will achieve automatic selection to the TTP if they satisfy both the 400m swim and 1500m run performance standards as outlined in the What It Takes To Win (WITTW) metrics (Appendix A),
- b) Nomination to the TTP will be through the NSW State Pathway Program applications,

Note: from the 2026/27 season onwards, automatic selection for the TTP will shift to a 800m swim and 5km run. Athletes will be provided with opportunities throughout the 2025/26 season to record times in these new distances, but are also permitted to record times through other means as long as they satisfy the Benchmarking Protocols set out in **Section 17 and Section 18**.

15. SELECTION PROCESS - TARGET TALENT PROGRAM DISCRETIONARY SELECTION

The TTPSC has the discretion to select athletes who demonstrate exceptional performance in one of the WITTW metrics and exhibit clear potential to improve in the other. Athletes who do not meet the criteria outlined in clause 14 may also be considered if they have represented, either currently or within the past year, at the state or national level in a complementary sport (e.g. Cross Country, Surf Lifesaving, Rowing, MTB, Road & Track Cycling, Freestyle swim 50–400m, Track run 800–3000m), or if they have been identified through recognised national or state talent identification programs.

16. TARGET TALENT TIMING

If an athlete satisfies the automatic selection criteria for the TTP at any time throughout the season, they will be added to the program upon verification of their performance.

17. BENCHMARKING PROTOCOLS 400 M SWIM

- a) Conducted in a 50m pool (with lane ropes),
- b) The swim is timed from a DIVE start; where it is not possible to dive, athletes may begin with a PUSH start,
- c) The swim concludes with a hand to the wall finish,
- d) No drafting off other swimmers is allowed,
- e) Maximum 2 swimmers per lane, starting at opposite ends of the pool,

- f) Lane allocations set so that the swimmers of equal ability are in the same lane to avoid lapping,
- g) Swim wear must be compliant with AusTri Race Competition Rules and no wetsuits permitted,
- h) Swims may be conducted in the following ways:
 - an official swimming carnival, subject to official timing that has been ratified by a swimming official and is published
 - supervised by an AusTri employee and/or AusTri accredited coach (or approved delegate).
 - a video of a swim may be permitted in conjunction with the above.

18. BENCHMARKING PROTOCOLS 1500M RUN

- a) Ideally conducted on a 400m synthetic running track,
- b) Mass start “race” situation is allowed,
- c) Male and female athletes are permitted to race together,
- d) Shoes must be IAAF compliant,
- e) Runs may be conducted in the following ways:
 - official athletics meet, subject to published official timing that has been ratified by an athletics official
 - supervised by an AusTri employee and/or AusTri accredited coach (or approved delegate)
 - road races may also be permitted if the distance can be IAAF certified and official timing that has been ratified by an athletics official and is published
 - a video of a run may be permitted in conjunction with the above.

19. TARGET TALENT PROGRAM SELECTION COMMITTEE

The SC will be comprised of the National Pathways Program Officer, GM Sports Services, and the Head of Performance Pathways.

20. TARGET TALENT PROGRAM NOTIFICATION OF INDIVIDUAL SELECTIONS

Notification of selection into both the SPP and TTP will be emailed to applicants by Thursday, 24th July 2025 at 5:00pm (AEST).

21. TARGET TALENT APPEALS

- a) An eligible athlete who fails to be selected for the TTP under the process and criteria set out in this policy may appeal against omission as set out in this section,

- b) The basis of any appeal must be that the athlete's omission from the TTP was because of a failure by AusTri to properly follow the process set out in this policy,
- c) Any appeal under this clause will proceed in accordance with the following procedure:
- d) Any eligible athlete wishing to appeal their omission from the TTP must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the National Pathways Program Officer pathways@triathlon.org.au by 5:00pm on the next working day following the confirmation of the TTP (Friday 25th July 2025),
- e) The appeal will be forwarded to the TTPSC who will review the appeal on its merits,
- f) The athlete will then receive a written response from the TTPSC. The decision of this committee is final.

APPENDIX A –What It Takes to Win (WITTW) metrics

Minimum Performance Standards		
Female	Distance	Range
Swim	400m	4:45 – 5:15
Run	1500m	4:15 – 4:53
Male	Distance	Range
Swim	400m	4:30 – 4:57
Run	1500m	3:45 – 4:10

Note: from the 2026-27 season onwards, automatic selection for the TTP will shift to a 800m swim and 5km run. Athletes will be provided with opportunities throughout the 2025-26 season to record times in these new distances, but are also permitted to record times through other means as long as they satisfy the Benchmarking Protocols set out in Clause 17 and clause 18.