

SELECTION POLICY

STATE PATHWAY PROGRAM & TARGET TALENT ATHLETES

1 Definitions and Interpretation

1.1 Definitions

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 **clause 5**.

AusTri means AusTriathlon.

Discretionary Selection means the process of selecting athletes to the TTP at the discretion of the TTPSC as described in **clause 6.6**.

DL / DLE means Draft Legal/ Draft Legal Endorsement

Eligible Athlete means an Athlete that meets the requirements in **clause 4**.

Nomination describes the process by which the Athlete, applies for selection in the State Pathway & Talent Target Programs

SPP State Pathway Program

Sport means Triathlon.

TTA means Target Talent Athletes

SC means the Selection Committee

WT means World Triathlon.

1.2 Interpretation

1.2.1 Unless the context otherwise requires, reference to:

- i. a clause is to a clause of this Selection Policy;
- ii. the singular includes the plural, and the converse also applies;
- iii. persons include incorporated and unincorporated bodies, partnerships, joint ventures and associations and vice versa and their legal personal representatives, successors and permitted assigns and substitutes;
- iv. a party includes the party's executors, administrators, successors and permitted assigns and substitutes.

1.2.2 If a person to whom this Selection Policy applies consists of more than one person, then this Selection Policy binds them jointly and severally.

1.2.3 A reference to time, day or date is to time, day or date of Sydney, Australia.

- 1.2.4 Headings are for convenience only and do not form part of this Selection Policy or affect its interpretation

2 Introduction

2.1 Scope

This Selection Policy (**Policy**) details the process and criteria by which AusTri will consider and determine the members for the 2024/25 State Pathway Program & Target Talent Athletes

2.2 Mission

Happy Healthy Athletes

2.3 Objective - State Pathway Program (SPP)

2.3.1 Grow Youth & Junior multisport participation;

2.3.2 Develop skills for fun & safe progression;

2.4 Objective - Target Talent Athletes (TTA)

2.3.3 Identify athletes that demonstrate a capacity to possess the attributes of our Hierarchy or Discriminators, including our WITTW metrics (Appendix A) and provide the appropriate skill development opportunities to progress towards international competition;

3 Application

- 3.1 If a selected SPP member withdraws, is withdrawn or is declared unfit to continue as a member of the State Team, the Selection Committee may replace that member with a further selection. This discretion is absolute and need not be exercised.
- 3.2 This policy can be amended at any time by AusTri if AusTri is of the opinion that such an amendment is necessary. AusTri shall not be responsible or liable in any way to anyone as a result of any such amendment.
- 3.3 It is the responsibility of athletes, parents, and coaches to read and understand this policy, supporting documents and/or policies.

4 Eligibility

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

- 4.1 Is a current member of AusTri;
- 4.2 Not be an AusTri categorised, or Talent Transfer Centre athlete;
- 4.3 Meets the eligibility requirements for citizenship as determined by the Australian Government;
- 4.4 Be a resident of the state applying for;
- 4.5 Must complete the [online application form](#) no later than 17th July 2024 The Selection Committee may accept a completed form after this time in their absolute discretion.

- 4.6** Agree to the completion of the relevant Health Questionnaire, Pre-Participation Evaluation (PPE) and any other relevant health screenings requested by AusTri;
- 4.7** Athletes must be draft legal endorsed (DLE) (or become draft legal endorsed by the 1st of September 2024) through the AusTri draft legal endorsement process. Details here [Draft Legal Register & Info](#)
- 4.8** 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 (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.
- 4.9** Meet age eligibility requirements: athletes must be 14-22 years of age on 31 December 2025 (born in the year 2011-2002).
- 4.10** Is not serving any current sanctions.
- 4.11** Will agree to and sign the State Pathway Program & Target Talent Athletes - Athlete Agreement. Any selected member of the Program not willing to sign the 2024 AusTri Athlete Agreement may be excluded from the Program and replaced as per the Policy.

5 Selection Process – State Pathway Program

5.1 Automatic Selection

- 5.1.1** An Athlete will achieve automatic selection to the SPP if they meet the following criteria: Have participated in two (2) of the below races in 2023/24
 - i. QLD, SA, TAS, VIC State Representative School Sport Championships (If applicable)
 - ii. Super Sprint Race Weekend (2023)
 - iii. School Sport Australia National Championships (WA, 2024)
 - iv. Australian Junior Sprint Championships (NSW, 2024)
 - v. Australian Elite/U23 Sprint Championships (TAS, 2024)
 - vi. Any QLD, SA, TAS, VIC (delivered/orgained) Draft Legal Event. e.g. 2XU Draft Legal Wave, SA Duathlon Race 2. Draft Legal Wave.
 - vii. Any QLD, SA, TAS, VIC State Championship Event (Youth Athletes only 2010 or 2011 DOB)
 - viii. Any State or National Paralympic event

5.2 Discretionary Selection.

- 5.2.1** The SC has the discretion to select athletes that do not meet the criteria set out in 5.1.1, if they have or in the year prior represented at the state or national level in another complimentary sport (e.g Cross Country, Surf Lifesaving, Rowing, MTB, Road & Track Cycling, Freestyle swim 50 – 400m, Track run 800 – 3000m).

6 Selection Process – Target Talent Athletes

- 6.1** Athletes must be 16-22 years of age on 31 December 2025 (born in the year 2009 - 2002).
- 6.2** A maximum of 8 Athletes will be selected for the TTA.
- 6.3** The Selection Committee has the right not to fill all 8 positions in the TTA.
- 6.4** There is no set timeframe for the TTA positions to be filled, AusTri is constantly identifying talent and can include athletes at any stage throughout the year if space allows.
- 6.5** The SC will exercise its discretion in selecting athletes in the TTA. The SC can consider any matter it deems relevant for consideration including (but not limited to) the capacity for the athlete to possess the elements of the Hierarchy of Discriminators as detailed in **Appendix B**, and meeting, at minimum 1 of the WITTW swim & run metrics per gender – **Appendix A**.
- 6.6** The above could be exhibited in competition, or via performances and engagement at previous AusTri Camps/Masterclasses/Training days and attendance and engagement in AusTri online Education Series.

7 Selection Committee

The Selection Committee will be comprised of the AusTri Performance Pathway Manager, National Talent Development Coach, National Junior Coach and the Head of Participation.

8 Notification of Individual Selections

The SPP and TTA will be announced to athletes by AusTriathlon. All applicants will be notified of the date post nominations closing.

9 Appeals

- 9.1** An eligible athlete who fails to be selected for the SPP or TTA under the process and criteria set out in this policy may appeal against omission as set out in this section.
- 9.2** The basis of any appeal must be that the athlete's omission from the SPP or TTA was because of a failure by AusTri to properly follow the process set out in this policy.
- 9.3** Any appeal under this clause will proceed in accordance with the following procedure:
- 9.4** Any eligible athlete wishing to appeal his/her omission from the SPP or TTA 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 SPP or TTA (Date TBC).
- 9.5** The appeal will be forwarded to the SC who will review the appeal on its merits.

- 9.6** The athlete will then receive a written response from the SC. The decision of this committee is final.

10 Amendments

The policy may be amended at any time by the SC if such an amendment is necessary to give effect to the Policy following the discovery of a drafting error or oversight. AusTri is not and shall not be responsible or liable to anyone as a result of any such amendment. Any amended policy will be distributed by AusTri by email to all eligible Athletes and posted on the AusTri website.

11 Policy Enquiries

It is the athlete's responsibility to read and understand this Policy (and other supporting documents and/or policies). For further clarification relating to this policy, queries should be directed to pathways@triathlon.org.au.

APPENDICES

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

Categorisation Guidelines – Minimum Performance Standards		
Female	Distance	Range
Swim	400m LC	4:49 – 5:21
Run	1500m	4:15 – 4:53
Male	Distance	Range
Swim	400m LC	4:24 – 4:48
Run	1500m	3:45 – 4:10

Appendix B – Discretionary Selection Information as relates to AusTri's Hierarchy of Discriminators

- Highly developable
- Somewhat developable
- Harder to develop

