

# SELECTION PHILOSOPHY

## LA CYCLE AND BEYOND

Updated: February, 2025

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*This document sets out the guiding principles upon which selection processes and procedures will be developed and aligned to the 2032 High Performance Strategy.*

*This document is not included in, nor does it form part of the documents governing selection to any AusTriathlon team or squad, but is used as a guide to educate and inform athletes, coaches and supporters on the philosophical principles that guide selection processes.*

*Whilst it is designed to provide long term understanding of AusTriathlon's philosophy by which it will select its teams, there may be circumstances whereby the philosophy may need to be changed. These changes will be communicated.*

### Background:

AusTriathlon recently developed an ambitious 2032 High Performance Strategy with a Vision of **'Extraordinary Performances and People Inspiring the Nation'**.

For AusTriathlon to deliver its strategy and achieve its 2032 Mission of becoming *'The World's Leading Triathlon Team Delivering Unprecedented Success'*, there needs to be an increase in the quality and depth of athletes within the Talent pipeline who demonstrate medal winning performance trajectories.

Realistically, this performance shift is not going to happen overnight and hence the development of an eight-year strategy that provides direction, accountability and the necessary support mechanisms is essential.

### Guiding Principles:

1. The World Championships and Olympic/Paralympic Games are the benchmark events (**BME**) to be contested in each year. These events are the pinnacle of the sport and will be used to benchmark Australia's performance against the rest of the World.
2. The long term principle objective of the High Performance Program is to win medals at major BME events.
3. Selection to any Australian team will be based on merit. It should not be taken as an automatic right and minimum selection standards will be applied at each level of competition.
4. The requirement for excellent planning by athletes and their coaches is paramount to achieving each individual athlete's goals as well as the national program outcomes. To be eligible for selection and funding, athletes will need to have an approved Athlete Plan in place each year.
5. When planning, athletes and coaches should ensure athletes are exposed to the right level of competition at the right time for the appropriate development of skills, experience and confidence.
6. When planning, a small selection (1-2 per year) of races each year, should be 'stretch' races where athletes focus on performing at their absolute peak. A moderate number of races should be at a standard where athletes are competing for a quality result. The final level of racing (or

training), is where athletes are exposed to the demands of competition either under simulated (training) exposure or through lower levels competition. This level of racing/training allows for athletes to be exposed to good race conditioning, build confidence and allow them to experiment with different race processes.

7. Athletes should be capable of performing in Continental Cup Events prior to being considered for starts in World Cup races and similarly, performance in World Cup races will be a pre-requisite for WTCS/WTPS Selection.
8. The majority of AusTri selection policies will have both a) Automatic and b) Discretionary criteria. The automatic criteria will reward athletes who have achieved certain performance standards on their own merit. Discretionary criteria may be utilised to select additional athletes, largely to support the objective of developing athletes for medal success at the 2028 and 2032 Olympic Games.
9. Durability or consistency in race results will be highly regarded for selection purposes as opposed to a single race result.
10. The stage of development as an elite WT athlete will be taken into consideration, which will include both the age of the athlete and their years competing in WT elite events. Priority may be given to less experienced elite WT athletes with positive results progression over experienced elite WT athletes with limited results progression in the previous 12 months.
11. In a sport with three disciplines, variable environmental conditions and race demands from one event to another can change considerably depending on the depth of athlete and course demands, discretionary selection is an appropriate and important component of selection where athletes do not achieve the necessary performance standards on their own right.
12. Discretionary selection may be used to provide opportunities for developing elite athletes to gain competition exposure, proven athlete's returning from illness/injury, or any other reason the Elite Selection Committee deem important to achieve national program outcomes.
13. AusTriathlon is not obliged to fill the required number of quota positions for World Triathlon events, according to the principles above, there is no valid or required reason to do so.
14. AusTriathlon will be aiming to maximise available Olympic and Paralympic Games quota positions. Nevertheless, all selections will be subject to the achievement of appropriate Performance Standards.
15. Throughout the LA 2028 cycle, there is likely to be an increase in performance standards required to achieve automatic selection. That is, in 2025 the performance standards are likely to be more lenient than in the final two years of the cycle, providing more opportunities in the first two years, before becoming more targeted in the final two years.
16. AusTriathlon reserves the right to use the World Triathlon substitution rules in order to maximise the potential of a selected athlete gaining a starting position in a relevant event by nominating the highest ranked Australian athlete not selected for that event and making the substitution according to the World Triathlon Competition Rules.
17. AusTriathlon recognises that there may be extenuating circumstances that may prevent an athlete from meeting the selection requirements, and AusTriathlon reserves the right to recognise specific instances where this may be taken into account.

18. AusTriathlon has developed an objective measure against which results in relevant events can be used to rank Australian athletes. The basis of the rankings will be the National Performance Table (NPT). At this point in time, the table is only applicable to Olympic athletes, not Paralympic.
19. An explanatory document outlining how the NPT has been developed ([link](#)). The National Performance Table is an objective standard against which the results of all potential members of teams for WT events may be measured. Athletes will be awarded ranking points for their results in a maximum of 3 events that are seen as relevant to indicators of performance for the major events. Events will be weighted according to their status and the quality of field participating in the event.
20. The National Performance Table Ranking List may be used to inform discretionary selection decisions. In future policies, it may be utilised in making automatic selection decisions.

**2025 Selection Priorities:**

1. The WTCS and WTPS Final, along with WT Junior and U23 World Championships in Wollongong will serve as the priority events for 2025. Athlete plans should be focussed on performing at this important event (perform when it counts).
2. Ensure Podium and Podium Ready athletes have excellent campaign plans with exposure to quality racing but also periods of intensive training blocks to address any deficiencies and maximise their performance edge
3. Ensure developing athletes have the right exposure to Continental Cup events along with targeted World Cups to promote sound athletic development along with securing higher World Ranking positions.