

2025/26 SELECTION POLICY

STATE PATHWAY & TARGET TALENT PROGRAM

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.

AusTri means AusTriathlon.

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 & Target Talent Program

SPP State Pathway Program

Sport means Triathlon.

SC means the Selection Committee

TTP means Target Talent Program

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 2025/26 State Pathway & Target Talent Program.

2.2 Objective – State Pathway Program

- 2.2.1** Provide athletes with unique development opportunities that seamlessly complement and enhance offerings within their home training environments.
- 2.2.2** Cultivate a team environment that promotes camaraderie, pride, and shared achievement.

2.3 Objective – Target Talent Program

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

3 Application

- 3.1** If a TTP athlete withdraws, is withdrawn or is declared unfit to continue as a member of the program, the SC may replace that member with a further selection. This discretion is absolute and need not be exercised.
- 3.2** 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.
- 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 & TTP, the athlete must meet the below criteria:

- 4.1** Is a current Standard or Premium member of AusTri;
- 4.2** Meet age eligibility requirements:
 - 4.2.1** SPP athletes must be 14-23 years of age on 31 December 2026.
 - 4.2.2** TTP athletes must be 16-23 years of age on 31 December 2026.
- 4.3** Not be within AusTri: Aspire, Ascent & Achieve programs
- 4.4** Meets the eligibility requirements for citizenship as determined by the Australian Government;
- 4.5** Must complete the online application process no later than 9am 25th July 2025 (AEST). The SC may accept a completed form after this time in their absolute discretion.
- 4.6** Athletes must be draft legal endorsed prior to their first DL race of the season and are strongly encouraged to gain their DLE prior to attending any bike-related sessions within the SPP or TTP. To gain their DLE, an AusTri accredited coach must verify that the

athlete has demonstrated competency across all Level 1 skills within the Cycling Aptitude Standards. More details can be found [HERE](#).

- 4.7** Athletes are strongly encouraged to have a current AusTri accredited coach. Athletes who don't have an AusTri accredited coach are still eligible to nominate. However, communications will only be directed to athletes, parents (U18) and their AusTri accredited coaches; and coach professional development opportunities will also only be offered to AusTri accredited coaches. The AusTri Coach Finder, found [HERE](#), lists all accredited coaches.
- 4.8** Is not serving any current sanctions.
- 4.9** Will agree to and sign the State Pathway Program Athlete Agreement. Any selected member of the program not willing to sign the 2025/26 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 all eligibility criteria set out in Clause 4.

5.2 Discretionary Selection.

- 5.2.1** The SC has the discretion to select athletes who do not meet the criteria outlined in 5.1.1, 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).

6 Selection Process – Target Talent Program

6.1 Automatic Selection

- 6.1.1** 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.

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 6.4

6.2 Discretionary Selection

6.2.1 The SC 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 6.1.1 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.

6.3 Timing

6.3.1 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.

6.4 Benchmarking Protocols

6.4.1 400m Swim

- i. Conducted in a 50m pool (with lane ropes).
- i. The swim is timed from a DIVE start; where it is not possible to dive, athletes may begin with a PUSH start
- ii. The swim concludes with a hand to the wall finish.
- iii. No drafting off other swimmers is allowed.
- iv. Maximum 2 swimmers per lane, starting at opposite ends of the pool
- v. Lane allocations set so that the swimmers of equal ability are in the same lane to avoid lapping
- vi. Swim wear must be compliant with AusTri Race Competition Rules and no wetsuits permitted
- vii. Swims may be conducted in one of 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.

6.4.2 1500m Run

- ii. Ideally conducted on a 400m synthetic running track.
- iii. Mass start “race” situation is allowed.
- iv. Male and female athletes are permitted to race together.
- v. Shoes must be IAAF compliant
- vi. Runs may be conducted in one of 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)
- a video of a run may be permitted.
- 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

7 Selection Committee

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

8 Notification of Individual Selections

Notification of selection into both the SPP and TTP will be emailed to applicants by Wednesday, 30 July 2025 at 5:00pm (AEST).

9 Appeals

9.1 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.

9.2 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.

9.3 Any appeal under this clause will proceed in accordance with the following procedure:

9.3.1 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 SPP & TTP (Thursday 31st July 2025).

9.3.2 The appeal will be forwarded to the SC who will review the appeal on its merits.

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

10 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

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 6.4

APPLY NOW

Applications open at 9am (AEST) on Friday 18th July 2025.

Please click the below link to start the application process:

APPLY NOW

REMINDER: applications close at 9am (AEST) on Friday 25th July 2025.