

2026/27 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 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 Program.
- 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- 3.1** If a TTP athlete withdraws, is withdrawn or is declared unfit to continue as a member of the program, the SC may replace that member with a further selection.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 2027.
 - 4.2.2** TTP athletes must be 16-23 years of age on 31 December 2027.
- 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 5pm 25th July 2026 (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 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 800m, Track run 5000m).

6. Selection Process - Target Talent Program

6.1 Overview and Timing

For the 2026/27 season, the Target Talent Program selection process will be run as a standalone process and completed in November. Athletes who wish to be considered for TTP selection must still apply for the State Pathway Program. By aligning the benchmarking timelines, athletes will complete one relevant round of benchmarking. These results may be used for both TTP selection and higher pathway program applications, where applicable, avoiding the need for multiple testing blocks.

7. Invitation to Benchmarking

- 7.1** The SC retains absolute discretion to invite athletes to participate in the TTP benchmarking and selection process.
- 7.2** Meeting the eligibility criteria for the State Pathway Program, or indicating an intent to be considered for TTP selection, does not guarantee an invitation to undertake TTP benchmarking.
- 7.3** In determining which athletes will be invited to participate, the SC may consider any information it deems relevant, including but not limited to previous performance results,

demonstrated progression, performances in triathlon and complementary sports, coach recommendations, and alignment with the objectives of the Target Talent Program.

- 7.4** The decision of the SC regarding invitations to participate in the TTP benchmarking and selection process is final.

8. Benchmarking and Performance Standards

- 8.1** TTP selection will reference the current AusTriathlon Prognostic Performance Standards (PPS), including the relevant 800m swim and 5000m run standards for eligible TTP athletes. The current PPS document is available here: [Prognostic Performance Standards - Updated June 2026](#).
- 8.2** The relevant time trial distances for TTP consideration are the 800m swim and 5000m run. Time trials will be conducted in accordance with the PPS time trial protocols and any additional instructions issued by AusTri.
- 8.3** Attending and completing the relevant time trial will serve as the athlete's TTP application for the 2026/27 season.

9. Discretionary Selection

- 9.1** The SC retains full discretion to select athletes who are considered to meet the appropriate standard, including athletes who are unable to attend a scheduled time trial due to exceptional circumstances, athletes who demonstrate exceptional performance in one relevant discipline and clear potential to improve in the other, and athletes identified through recognised national or state talent identification programs.
- 9.2** In exercising this discretion, the SC may consider verified swim and run performances, published or approved time trial results, state or national representation in complementary sports, prior pathway engagement, and any other relevant information the SC considers appropriate.

10. Selection Confirmation

- 10.1** Once all relevant time trials and approved benchmarking opportunities have been completed across the states, the SC will review the results and confirm successful athletes. The selection process for the 2026/27 TTP will be completed by December.

11. Selection Committee

The SC will be comprised of the General Manager Sport Services (or nominated delegate), and the Head of Performance Pathways.

12. Notification of Individual Selections

Notification of selection into both the SPP will be emailed to applicants no later than 1 month after the closing date.

13. Appeals

- 13.1** 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.

13.2 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.

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

13.3.1 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

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

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

14. 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.