

CANOE RACING NEW ZEALAND SQUAD SELECTION POLICY



1. INTRODUCTION

1.1 **Scope:** This Policy sets out CRNZ's Selection process for CRNZ New Zealand Squads.

1.2 **Aims:** This Policy has the following aims:

- (a) to set out the process that CRNZ will follow to select Athletes into CRNZ Squads; and
- (b) to give clarity regarding the support that Athletes will receive when part of a CRNZ Squad.

1.3 **CRNZ Squads:** There are seven CRNZ Squads:

- (a) Open Sprint Squads:
 - (i) Elite;
 - (ii) High Performance
 - (iii) Development;
 - (iv) Invitation;
- (b) Club-based:
 - (i) Performance Development;
 - (ii) Paddle ID; and
 - (iii) Foundation

Squads may train together and may be supported by the same CRNZ coach or coaches. However, each Squad will be eligible for different levels of support.

1.4 **Purpose:** The purposes of the CRNZ Squads are:

- (a) to target CRNZ resources (coaching, funding and support) towards the Athletes with the best results and the greatest potential; and
- (b) In the case of squads based at CRNZ training hubs, to provide Athletes with a high quality training environment to help their development and increase their chances of succeeding on the World stage; and

1.5 **Principles:** CRNZ recognises that inclusion in Squads is an important matter for Athletes. As such, CRNZ is committed to the following principles:

- (a) to make the Squad selection process as transparent as possible;
- (b) to base decisions, as far as possible, on objective data (whilst recognising that CRNZ must exercise a degree of subjective discretion in applying the Criteria set out in clause 4 of this document); and
- (c) to communicate as openly as possible with Athletes about:

- (i) what Athletes need to do to be included in a Squad; and
- (ii) if Athletes are at risk of de-selection, what they need to do (if anything) to increase their chances of remaining in a Squad.

1.6 **No Guarantee of Selection to New Zealand Teams:** Being a member of a CRNZ Squad does not automatically entitle an Athlete to be a member of a CRNZ New Zealand team. Selection to New Zealand teams is governed by the CRNZ Selection Regulations and the relevant Selection Policy, which are available on the CRNZ website.

2. ELIGIBILITY

2.1 **Eligibility Criteria:** To be a member of a CRNZ Squad, an Athlete must meet (and continue to meet at all times) the Eligibility requirements set out in clause 4.2 of the CRNZ Selection Regulations, which are available on the CRNZ website.

3. CRNZ SQUAD GUIDELINES

3.1 **Squad Guidelines:** CRNZ will publish Squad Guidelines ("**Guidelines**") which will set out the following information:

- (a) The purpose of each Squad;
- (b) the overriding criteria ("**Criteria**") for Athletes to be included in each Squad;
- (c) indicative standards of performance which may demonstrate that an Athlete meets the Criteria; and
- (d) the level of support which Athletes in each Squad may receive from CRNZ and HPSNZ.

3.2 **Indicative Standards:** The indicative performance standards set out in the Guidelines are intended as a guide for CRNZ and for Athletes, and are not binding on CRNZ.

3.3 **Change:** CRNZ may change the CRNZ Squad Guidelines at any time. This may affect Athletes' inclusion in CRNZ Squads.

4. SELECTION INTO SQUADS

4.1 **Timing:** CRNZ may select Athletes to be part of CRNZ Squads at any time, and may also de-select Athletes at any time. However, in general:

- (a) High Performance Development and Invitation Squads are reviewed bi-annually following the National Performance Assessment and New Zealand Sprint Nationals.
- (b) Foundation, Paddle ID (PID) and Performance Development (PD) squads are reviewed annually following the National Championships. Each Athlete's term in one of these Squads lasts for one calendar year from the date of inclusion. CRNZ may renew Athletes' membership in a Squad or move Athletes from one level to another.

4.2 **Selection Decisions:** In deciding the Athletes to be selected to CRNZ Squads, CRNZ will consider the following factors:

- (a) the purpose of each Squad as set out in the Guidelines; and
- (b) the extent to which Athletes meet the Criteria for a given Squad, as set out in the Guidelines.

4.3 **Selection Panel:** CRNZ will use a selection panel when considering Athletes for selection and de-selection for Squads.

- (a) The Panel must include:
 - (i) for Invitation, Development, High performance or Elite Squads, the Performance Manager.
 - (ii) for Foundation, Paddle ID and Performance Development Squads, the Performance Development Manager.
- (b) The Panel will also be comprised of 2 or more of the following people:
 - (i) Technical Director
 - (ii) CRNZ Coach
 - (iii) CEO

4.4 **Performance Factors:** In deciding whether Athletes meet the Criteria for a Squad, CRNZ may consider any one or more of the following Factors:

- (a) the goals and/or strategy of the relevant CRNZ program, including:
 - (i) the ideal number of Athletes in a Squad, including the amount of resource available to support Athletes and provide a quality training environment; and
 - (ii) the extent to which the relevant CRNZ program is focused on achieving outstanding international results in the short term, and/or developing Athletes for longer-term success;
- (b) Athlete results and performances in past national and international competitions and analysis of such results and performances against World best times;
- (c) any performance data, test results and any other assessments of the Athlete undertaken by CRNZ at any time;
- (d) the conditions in which any assessments, results and performances were obtained, such as, but not limited to, on water conditions such as the quality of the course (e.g. presence of weed), the weather / environmental conditions, the strength of the field of competition and lane draws and regatta workloads;
- (e) the Athlete's development potential as measured by the trajectory of the Athlete's performances and training data, and being able to provide an Athlete with development opportunities by being a member of a CRNZ Squad;
- (f) the technical abilities of the Athlete in Crew boats;
- (g) the Athlete's ability to contribute positively to the New Zealand team environment, by reference to his/her attendance record, attitude, relationships with other Athletes and CRNZ Squad and CRNZ support personnel, and conduct at competitions (including international regattas), training sessions, training camps, trials and any other activities held by CRNZ or a member club of CRNZ at any time; and
- (h) the Athlete's individual circumstances, including any exceptional circumstances, illness or injury, and the effect that those circumstances may have on the Athlete's ability to train and compete effectively.

4.5 **Relevance and weighting:** CRNZ may determine the relevance (if any) and weight that they wish to place on any Factor(s) as CRNZ considers appropriate. No particular Factor shall be weighed more or less significantly based on the order in which it appears in this Policy.

5. CONDITIONS OF INCLUSION IN SQUADS

5.1 **Conditions:** To be included in a CRNZ Squad, Athletes must fulfil the following conditions:

- (a) maintain an up-to-date Individual Performance Plan (“**IPP**”), and work consistently in accordance with that plan to the satisfaction of CRNZ and the Athlete’s coach or coaches;
- (b) in the case of Development, High Performance, and Elite Squads, reside and train at a CRNZ performance hub, and follow the training program set by the Athlete’s CRNZ coach.¹
- (c) in the case of Development, High Performance, and Elite Athletes must sign a CRNZ Athlete Agreement, and comply with the terms of the Agreement at all times;
- (d) follow any relevant CRNZ code of conduct, policies or rules at all times.

6. QUERIES, COMPLAINTS AND APPEALS

6.1 **Queries and/or Complaints:** Athletes may direct any queries and/or complaints regarding Squad selection as follows:

- (a) for general matters, to the CRNZ Squad coaches and/or the CRNZ Performance Manager; or
- (b) for more serious matters, to the CRNZ CEO.

6.2 **Appeals:** There is no automatic right of appeal regarding Squad selection. However, Athletes who wish to have their selection or non-selection reviewed may address their request to the CRNZ CEO in writing, Requests must refer to this Policy and to the current CRNZ Squad Guidelines. The CEO will endeavour to respond within one week to any such request, and may arrange a meeting with the Athlete and, where applicable, the relevant CRNZ coach.

¹ Unless agreed otherwise in writing between the Athlete and CRNZ.