



## **Surfing New Zealand Team Selection Policy – Updated 3 March 2017**

### ***Introduction***

This team selection policy has been implemented to help Surfing New Zealand Inc (SNZ) achieve the second strategic outcome of the Strategic Plan – Talent Development Pathways That Produce World Champions.

### ***1.0 National Team Selector's Role***

- 1.1 The SNZ Executive Officer will appoint a National Selector.
- 1.2 The National Selector will be responsible for selecting members for National Teams.
- 1.3 In accordance with International Surfing Association (ISA) guidelines, the National Selector will determine the size of any particular team to represent New Zealand.
- 1.4 The National Selector will appoint a selection committee once the management of respective teams has been confirmed.
- 1.5 The selection committee for all Shortboard, Longboard, Masters and Kneeboard events will consist of the following members:
  - SNZ National Selector
  - SNZ National Team Coach
  - SNZ Head Judge
  - SNZ Board member
- 1.6 The selection committee for all Stand Up Paddleboarding events (including Prone Paddleboarding combined events) will consist of the following members:
  - SNZ National Selector
  - SNZ Board Member
  - NZ SUP Board member
  - NZ SUP Selector
  - NZ Prone Paddleboarding Representative
- 1.7 The SNZ National Selector and Selection Committee may seek advice from other parties as they see fit when selecting the national teams.
- 1.8 Selection Committee members, including the National Selector, are obliged to declare any potential conflict of interest prior to participating in any selection process. The conflict must be notified in writing to the SNZ Executive Officer, who will make a decision and determine the appropriate course of action, either;
  - a) There is no conflict and the member participates fully in the selection process; or
  - b) There is a conflict, or conflict could be perceived by stakeholders. The selection team member may remain involved in selection discussions, but will cast no votes; or
  - c) There is a conflict, or conflict could be perceived by stakeholders. The selection team member is removed from and/or replaced on the selection committee.
- 1.9 The SNZ Executive Officer's decision is full and final. In the interest of transparency for stakeholders, any declared conflict of interest, and resulting decision by the SNZ CEO, will be published on the SNZ website.

## **2.0 Team Selection Process**

- 2.1 Applicable dates in relation to the naming of squads/teams for international events will be notified once respective ISA event dates and locations are confirmed.
- 2.2 All international events will be advertised on the SNZ website and social media platforms and athletes will be invited to email their "Expressions of Interest" to the National Selector by a given timeframe.
- 2.3 Should a squad be formed in the lead up to an international event this will be announced by the National Selector as a "New Zealand Squad."
- 2.4 Squads may be invited to attend selection camps where the National Selector, along with team management and coaching staff will assess the suitability of the individual surfers to represent New Zealand.
- 2.5 Final team selection shall be signed off by the SNZ CEO after consultation with the National Selector.
- 2.6 Successful team members will be notified by formal letter from the SNZ CEO of their inclusion in the New Zealand Team.
- 2.7 If the selected athlete is unavailable or chooses not to compete, he/she must notify the National Selector in writing within seven working days of receipt of the official notification letter. The athlete's place will then go to the first reserve.
- 2.8 Where a squad has been selected, squad members who do not make the travelling team will receive an email from the SNZ National Selector/coaching staff explaining the reasons they were not selected and the areas the athlete needs to improve on for future inclusion in New Zealand teams.
- 2.9 The selected team (including non-travelling reserves) along with management/coaching staff may be required to attend team training camp/s (if any) before the team depart for international competition.
- 2.10 The National Selector and selection committee will consider performances from January of the year preceding the international event the team is selected to compete in.

## **3.0 New Zealand Surfing Teams Selection Criteria**

The National Selection Committee will take into consideration the following criteria when selecting national teams:

- 3.1 World Surfing League (WSL) ranking and performance in their applicable divisions.
- 3.2 Results at previous ISA events.
- 3.3 Results at other international events
- 3.4 Current national ranking and performances at SNZ sanctioned events e.g. New Zealand Open Series, New Zealand Longboard Tour and SNZ Grommet Series.
- 3.5 Fitness and surfing ability.
- 3.6 Developing the potential of an athlete.

3.7 The location of the international event and the type of waves the contest will be held in.

3.8 Professionalism, commitment, compatibility and general suitability to represent New Zealand on the world surfing stage.

#### **4.0 New Zealand Stand Up Paddle boarding (SUP) Teams Selection Criteria**

4.1 The selection committee will take into consideration the following criteria when selecting national teams for Stand Up Paddleboarding events:

- a. The annual NZ SUP Inc. Nationals, which will be the primary selection event for the representatives of the SUP Racing Divisions at the ISA Stand Up and Paddleboard World Championships;
- b. The annual Surfing New Zealand Inc. National Surfing Championships, which will be the sole selection event for the SUP Surfing team members;
- c. Results at previous ISA Stand Up Paddleboarding events;
- d. Results at any other domestic and international events held in the lead up to the selection date;
- e. Professionalism, commitment, compatibility and general suitability to represent New Zealand on the world stage;
- f. Such other factors as the members of the selection committee consider relevant.

4.2 The Selection Committee will determine the composition of the team (divisions entered, and number and gender of athletes) in accordance with the requirements specified by the contest for which the athletes will be selected.

4.3 Reserves will be named in the team announcement and receive official notification letters but will not travel with the team except as set out in the following clause.

4.4 If the selected athlete is unavailable or chooses not to compete in the ISA World Stand Up and Paddleboarding Championships, he/she must notify the National Selector in writing within seven working days of receipt of the official notification letter. That athlete's place will then go to the next person in line according to the criteria set out in this section 4.

4.5 All members of the selected team will be required to pay a non-refundable bond within one month after the announcement of the team

4.6 A team member who fails to pay the bond by the due date shall forfeit selection for the New Zealand SUP Team and the selected reserve athlete will be offered the position.

4.7 A team member who accepts selection and pays the bond, and then fails to participate in training, preparation and planning or declines to compete in the World Championships for reasons other than those set out in section 7 "Extenuating Circumstances" shall forfeit the bond. NZ SUP shall be under no obligation to pay the bond back to that athlete but shall apply the bond towards its purpose and objectives with a focus on youth participation in SUP events.

#### **5.0 New Zealand Prone Paddleboarding Team Selection Criteria**

The criteria below will be used to select Prone Paddleboarding athletes for the ISA World Stand Up Paddle and Paddleboard Championships:

- 5.1 Results at previous ISA Prone Paddleboarding events
- 5.2 Results at trial event/s held in the lead up to the ISA World Championships
- 5.3 Performances and results from members competing in international prone board paddling events
- 5.4 Professionalism, commitment, compatibility and general suitability to represent New Zealand on the world surfing stage.
- 5.5 Such other factors as the members of the Selection Committee consider relevant.
- 5.6 There is no obligation on any athlete seeking selection in the New Zealand Prone Paddleboarding Team to compete in all of the events listed in 5.1, 5.2 and 5.3 above.

#### **6.0 Maori Team Selection Criteria**

The criteria below will be used to select Maori Surfers for indigenous events:

- 6.1 Results at previous Maori events including trial events held (if any)
- 6.2 Results at the Aotearoa Maori Surfing Titles
- 6.3 Current national ranking and performances at SNZ sanctioned events e.g. New Zealand Open Series, New Zealand Longboard Tour and SNZ Grommet Series.
- 6.4 Professionalism, commitment, compatibility and general suitability to represent New Zealand on the world surfing stage.

#### **7.0 Extenuating Circumstances**

7.1 In considering the results of athletes at surfing and SUP competitions, selection camps, or other attendances required under this Selection Criteria, the National Selection Committee may in their discretion give weight to extenuating circumstances. For the purpose of these selection criteria, "extenuating circumstances" means an inability of the athlete to compete in and/or attend events, selection camps, or other required attendances arising from:

- a) Injury or illness of the athlete;
- b) Equipment failure;
- c) Travel delays;
- d) Bereavement; and/or
- e) Such other circumstances as the National Selector reasonably considers constitutes extenuating circumstances.

7.2 Athletes who are unable to compete in and/or attend events or other required attendances, must advise the SNZ National Selector, in writing, of this fact and the reasons before the commencement of the event or, if it occurs within twelve (12) hours prior to the event, as soon as possible after it arises.

7.3 In the case of injury or illness, athletes will be required to undergo a medical assessment by a doctor before the National Selector can give any weight to any extenuating circumstances.

## **8.0 New Zealand Team Guidelines**

8.1 An athlete must be a New Zealand Citizen and hold a valid NZ passport

8.2 An athlete must be a member of an SNZ affiliate club or organisation.

8.3 An Athlete must satisfy the eligibility requirements (if any) of the ISA or contest organiser to compete in their respective divisions. All ages are taken at the 1<sup>st</sup> January of the year the competition is held in unless otherwise stated by the contest organiser.

8.4 Selected team members will be required to sign a “Declaration of Responsibility” form and “SNZ Code of Conduct” form agreeing to their role as a member of a New Zealand Team. This contract will outline what is to be expected of members of the team during their duration with the team and while representing New Zealand internationally.

8.5 Selected team members need to be aware that SNZ and the ISA do not condone the use of illegal and/or performance enhancing drugs, underage drinking or activities that could jeopardise the sport of surfing.

8.6 SNZ has the right to test any team member for the use of any illegal performance enhancing drugs under the New Zealand Sports Anti-Doping Policy.

8.7 In the case of a team member incurring injury or incapacity to compete at the highest level in the lead up to an international event, the athlete will be required to pass a medical screening and fitness test to prove they are capable of competing at the highest level.

8.8 In the case that the injured athlete is not able to represent New Zealand, the non-travelling reserve will be selected and a new reserve will be named.

8.9 Unless SNZ or SUP NZ Inc. attains funding to send a team to the international event, team members will be required to fund their own tour expenses.

8.10 Any selected athlete may be removed from a national surfing team or squad by the National Selector as the circumstances may require including where the team member has failed meeting the selection criteria outlined in section 3.0, 4.0, 5.0 and 6.0 above.

## **9.0 Appeals**

9.1 An athlete who is eligible for selection to represent New Zealand at international surfing competitions and who fails to obtain selection may appeal against the failure of the selectors to comply with the procedures set down in this policy.

9.2 An athlete wishing to appeal under Clause 9.1 above must give written notice of their appeal (Appeal Notice) to the SNZ CEO within five (5) working days of the formal announcement of the National Selector’s decision.

9.3 Within two (2) working days of the CEO receiving the Appeal Notice, the CEO shall consult with the athlete and arrange a meeting between the athlete, the CEO and their representatives (if any) at which meeting the parties shall endeavour to resolve the appeal by further discussions. Such meeting (which may be held in person or by telephone) should be held as soon as possible but within ten working days of the Appeal Notice being received by the CEO.

9.4 The meeting referred to in Clause 9.3 above shall be held on a confidential without prejudice basis so that the content of it may not be used in the appeal referred to in Clauses 9.5 and 9.6 below.

9.5 If the appeal is not resolved at the meeting held pursuant to Clause 9.3 and the athlete wishes to proceed to a hearing, the athlete shall file an application for appeal with the Sports Tribunal of New Zealand (the Tribunal). Any appeal to the Tribunal must be made within 3 working days of the meeting referred to in Clause 9.3.

9.6 The appeal to the Sports Tribunal of New Zealand shall be heard and determined in accordance with the rules of the tribunal.

#### ***10.0 New Zealand Team Coaching Positions***

10.1 SNZ will advertise for vacant team coaching positions once the ISA announces dates and locations for the applicable ISA event.

10.2 If no suitable applications are received for the coaching positions, SNZ may appoint a person/s to this role.

10.3 Team coaches will be asked to commit to a minimum two year role as coach of the National Team.

10.4 Successful applicants will be asked to sign a contract outlining their duties and responsibilities as the National Team Coach/Assistant Coach.

10.5 The SNZ Executive Officer will determine the management structure of each team on an event by event basis.

10.6 The team coaches must not have a vested interest in the outcome of team selection.

10.7 Successful applicants will be notified of their positions by the SNZ CEO.

#### ***11.0 New Zealand Team Manager/Assistant Manager Positions***

11.1 SNZ will advertise for vacant management positions for National Teams once the ISA announces dates and locations for the applicable ISA event.

11.2 If no suitable applications are received for the Team Manager's position, SNZ may appoint a person/s to this role.

11.3 Successful applicants will be asked to sign a contract outlining their duties and responsibilities as the National Team Manager.

11.4 The National Team Manager must not have a vested interest in the outcome of team selection.

11.5 Successful applicants will be notified of their positions by official letter from the SNZ CEO.