

# Selection

## Selectors' Vision

*"To select teams that will perform to the best of their ability, represent New Zealand with pride, and have the ability to achieve Squash New Zealand's High Performance goals."*

## Selection Criteria

Teams and Squads will be selected by the relevant Squash New Zealand selectors. The criteria for entry are as follows:

- a) Players who are on the PSA and WSA World Circuits and/or deemed to have the ability to assist Squash New Zealand achieve its High Performance goals
- b) A combination of results and potential
- c) Drive and ambition to be the best in the world
- d) Potential to represent NZ at Commonwealth Games and World Championships
- e) Ability to perform in a team environment
- f) Ability to set and achieve goals, cope with setbacks and be mentally tough
- g) Performances on the International circuit (WSA / PSA)
- h) Performances at NZ events.

## Important Notes

- The Chair of the selection panel will be a Squash New Zealand Appointed Representative
- While results in designated tournaments are an important part of choosing teams, final selection may be carried out on the basis of the selectors' judgment.
- Players who have not met the conditions of their player contract/agreement with Squash New Zealand may be deemed ineligible for selection.
- Past performances for New Zealand, based on coach & management reports, will be considered by the selectors.
- Players must meet any New Zealand citizenship requirements as necessary to represent New Zealand in International Competition.

## Appeals regarding selection to National Teams

Any player who is aggrieved by the selectors' decision not to select them in a national squad or team may appeal the decision of the selectors initially to the Squash New Zealand Board through a Squash New Zealand Appointed Representative, and if still not satisfied to the Sports Disputes Tribunal of New Zealand.

An appeal to the Sports Dispute Tribunal may only be made on one or more of the following grounds:

- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made.

The selection appeal must be filed within ten days of the selectors' decision being published. The decision of the Sports Disputes Tribunal shall be final and there shall be no further right of appeal.

## The Selectors' Role

The Squash New Zealand Selectors are responsible for the selection of all New Zealand teams and squads, for the seeding of players, and other duties as required from time to time by Squash New Zealand. Such other duties could include:

- Working with a Squash New Zealand Appointed Representative to increase their understanding of players' strengths and weaknesses in order to be able to provide supporting information regarding selections made
- The ranking of players on a National basis
- The seeding of District Tournaments on request
- Selection of New Zealand Most Improved Players
- Serving on sub committees of Squash New Zealand as required

- Liaison with the organisers of Tournaments as required.

### **Selection Criteria**

The Selectors are required to select all teams in accordance with the selection criteria determined by Squash New Zealand. Selectors will be consulted annually on these criteria.

### **Accountability**

The Selectors are appointed annually by the Squash New Zealand Board, and are responsible to the Board for their duties, with all selections to be jointly ratified by the the Board.

### **Selection Panel**

There shall be separate Junior, Senior and Masters Selection Panels and in 2015 shall be comprised as follows:

- **Junior:**
  - Three selectors
    - Robbie Wyatt - [coach@squashbop.co.nz](mailto:coach@squashbop.co.nz)
    - Joanne Williams - [williamsjoanne65@gmail.com](mailto:williamsjoanne65@gmail.com)
    - ...
- **Senior:**
  - Three selectors
    - Michel Galloway – [michelgalloway@xtra.co.nz](mailto:michelgalloway@xtra.co.nz)
    - Paul Hornsby – [paul@phsquash.com](mailto:paul@phsquash.com)
    - ...
- **Masters:**
  - Masters Convenor (Wayne Seebeck)
  - Two other selectors
    - Kaye Jackson – [kayejackson@xtra.co.nz](mailto:kayejackson@xtra.co.nz)
    - Stephen O’Toole – [steve@phprint.co.nz](mailto:steve@phprint.co.nz)

### **Selectors’ Job Description**

Selectors must have a desire to advance the game of squash within New Zealand and advance New Zealand's reputation as a leading exponent of the sport.

They require a good general knowledge of squash and should have a background in the game as a top level player, coach or manager, with knowledge of current international playing requirements and an ability to identify player talent.

The Selectors are required to work closely and cooperatively with a Squash New Zealand Appointed Representative to achieve the strategic aims and objectives of Squash New Zealand, and will have a commitment to the development of all Squash New Zealand Programmes.

### **Process of Appointment.**

Selectors shall be appointed annually by the Squash New Zealand Executive Board, normally at the Board Meeting held immediately after the Annual General Meeting. The Board shall call for nominations from Districts and Clubs to be in no later than **40 days** prior to the advertised appointment time.

### **Conflict of Interest**

Should a Conflict of Interest arise in a particular decision, which involves a selector, that selector will step down from the selection panel and may be replaced by a member of the Squash New Zealand Board for that decision/selection. A conflict may include but is not limited to:

- Family/personal relationship
- Coach relationship
- Financial reasons.

### **Selection Policies and Procedures**

A number of Squash New Zealand policies direct the process of selections and guide the conduct of selectors. These policies are summarised below.

## Decision-making

The criteria for selecting teams are established by a Squash New Zealand Appointed Representative who will be guided by the Strategic Initiatives as stated in the Squash New Zealand Strategic Plan.

Selection panel discussions are confidential to the selectors and will not be discussed with anyone outside of that group. A Squash New Zealand Appointed Representative will provide feedback to players on request; however, no voting preferences will be disclosed.

### **In all cases selectors will accept collective responsibility for selection decisions.**

The image presented by selectors is important, and reflects on Squash New Zealand. Players, parents and officials are very aware of the presence of selectors at events, and have high expectations of their impartiality.

## Role and Responsibilities

Members of the Selection Panels shall:

- Attend designated events as agreed with by a Squash New Zealand Appointed Representative and Squash New Zealand.
- Maintain close liaison with a Squash New Zealand Appointed Representative.
- Develop a general understanding of High Performance players' programmes.
- Remain objective, impartial and maintain confidentiality.
- Publicly support the decisions of their selection panels.
- Act ethically and with integrity at all times.
- Perform their duties within the given budget as outlined by a Squash New Zealand Appointed Representative.
- Understand and uphold the High Performance philosophy of Squash New Zealand.
- Be familiar with and apply policies relating to selection and International teams.

## Senior Selectors - Role and Responsibilities

- Understand and apply the principles of the High Performance Programme.
- Select Senior Squads and various National teams in relation to the International calendar.
- Provide senior national rankings (these rankings will be used to seed national and selection tournaments).
- Seed National Senior Events, ranking tournaments, selection tournaments and other tournaments as appropriate (at selectors' discretion).

## Junior Selectors - Role and Responsibilities

- Have an understanding of the High Performance Programme to assist/support a Squash New Zealand Appointed Representative and Senior Selectors.
- Provide information to the Senior Selectors to assist with the selection of Squads and any international opportunities for juniors.
- Recommend players for inclusion in the NDS and WJS.
- Provide National rankings for under 19 / 17 / 15 / 13 / 11 players, as required (these rankings will be used to seed national and selection tournaments).
- Seed National Senior Events, ranking tournaments, selection tournaments and other tournaments as appropriate (at selectors' discretion).

## Important notes

- All selections, rankings and seedings are **subject to review** by the selectors at any time after its announcement. Selectors reserve the right to de-select any player who no longer meets the selection criteria.
- Any player competing overseas in a squash event of an agreed standard at the time of the selection events identified above **may** apply in writing to a Squash New Zealand Appointed Representative to be excused from competing in the criteria events and their overseas results considered.
- Any player who is ill or injured at the time of a selection criteria event **may** apply in writing to the a Squash New Zealand Appointed Representative for an exemption. The letter must be accompanied by a medical certificate.

- If, for any other reason, a player wishes to be granted an exemption from a selection criteria event, prior approval must be obtained in writing from the selection panel through the a Squash New Zealand Appointed Representative.