



Triathlon NSW / Triathlon ACT
Development Pathway Selection Policy
1st July 2023 – 30th June 2024

TNSW / TACT U23 Development Squad (U23)

TNSW / TACT Emerging Talent Squad (ETS)

Rest of State Talent Academy (ROSTA)

TACT Talent Academy (TACTTA)

Regional Academy of Sport inc. (RASi)

A. INTRODUCTION

1. This Policy details the process and criteria by which Triathlon NSW (TNSW) and Triathlon ACT (TACT) determines the athletes for the TNSW / TACT Under 23 Development Squad (U23), TNSW / TACT Emerging Talent Squad (ETS), Rest of State Talent Academy (ROSTA) and TACT Talent Academy (TACTTA) for the 2023-2024 season.
2. The Policy also provides Regional Academy of Sport (RASi) Programs operating under a Memorandum of Understanding (MOU) the opportunity to implement this policy if they choose to for their selection committee to determine the athletes within their respective RASi program(s).
3. If a selected athlete withdraws, is withdrawn or is declared unfit to continue as an athlete of any Squad, the Selection Committee may replace that athlete with a further selection at any time during the season, however discretion is absolute and need not be exercised.
4. This Policy can be amended at any time by TNSW / TACT if an amendment is necessary because of any change in the Development Pathway guidelines, or to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interests of TNSW / TACT. TNSW / TACT shall not be responsible or liable in any way as a result of any such amendment.
5. It is the athlete's, parents and coaches responsibility to read and understand this Policy (and other supporting documents and/or policies).

If an athlete, accredited Triathlon Coach or parent is unclear about the Policy (and other supporting documents and/or policies) operation or effect, enquiries can be forwarded to:

Triathlon NSW Chief Executive Officer Adam Wicks adam.wicks@nsw.triathlon.org.au

B. ELIGIBILITY

1. Only athletes qualified according to the terms of Section B will be eligible for selection for relevant Programs being:- the U23, ETS, RASi, TACTTA and ROSTA.

An athlete must:

- a. maintain annual membership with Triathlon Australia;
- b. be eligible to represent Australia at International competition.
- c. not be a Triathlon Australia categorised athlete;
- d. permanently reside in New South Wales or the ACT
- e. where being considered for the ROSTA, not be eligible to apply in a RASi or TACTTA program due to their geographic location of permanent residence (which may be a boarding);

- f. where being considered for the TACTTA, not be eligible to apply in a RASi or ROSTA program due to their geographic location of permanent residence being in NSW;
- g. agree to and sign the 2023/2024 Athlete Agreement upon selection in the Pathway;
- h. if under 18, parents &/or guardians agree to and sign the 2023/2024 Parent Agreement upon selection in the Pathway;
- i. agree to the completion of the relevant Athlete Pre-screening Questionnaire, Pre-participation evaluation and any other relevant athlete profiling screenings requested by Triathlon NSW.

For the avoidance of doubt, any selected athlete or parent/ legal guardian (if U18) in the Pathway not willing to sign the 2023/2024 TNSW / TACT Athlete Agreement will be excluded from the Pathway.

2. TNSW / TACT pathway specific eligibility criteria.

For an athlete:

- a. To be eligible for selection in ROSTA or RASi for 2023-2024, athletes must be between 13 and 19 years of age as at 31 December 2024 (i.e. born in years 2011,2010, 2009, 2008, 2007, 2006 or 2005).
- b. To be eligible for selection in the TACTTA for 2023-2024, athletes must be between 13 and 19 years of age as at 31 December 2024 (i.e. born in years 2011, 2010, 2009, 2008, 2007, 2006, or 2005).
- c. To be eligible for selection in the ROSTA for 2023-2024, athletes must not be eligible for a RASi or TACTTA based on their geographic location of permanent residence (which may be a boarding school at the time of application).
- d. To be eligible for selection in the ETS for 2023-2024, athletes must be between 16 and 19 years of age as at 31 December 2024 (i.e. born in years 2008, 2007, 2006, 2005).
- e. To be eligible for selection in the U23 Squad for 2023-2024, athletes must be between 18 and 23 years of age as at 31 December 2024 (i.e. born in years 2006, 2005, 2004, 2003, 2002, 2001).
- f. To be eligible for selection athletes must be (or will work to become) draft legally endorsed through the Triathlon Australia draft legal endorsement process and will subsequently have one of the following membership categories once endorsed.
 - i) Youth Draft Legal for 14 year old's as per TA membership year (31 December 2023/24)
 - ii) Junior Draft Legal for 15 – 18 year old's as per TA membership year (31 December 2023/24)

iii) Pro Development U23 Licence as per TA membership year (31 December 2023/24)

- g. Must be a member of Triathlon Australia at the time they accept their position in any part of the Pathway and maintain financial membership in order to remain part of the Pathway.
- h. Athletes must complete the relevant online nomination form no later than the date noted in Section D. TNSW / TACT may accept an application after this time in their absolute discretion.
- i. Must pay the 'Athlete Levy' as invoiced by TNSW, TACT or the appropriate RASi.

C. SELECTION PROCESS

1. Number of Squad positions:

- a. The selection committee may select a minimum of fifteen (15) athletes and a maximum of thirty (30) athletes in the ROSTA.
- b. The selection committee may select a minimum of six (6) athletes and a maximum of twelve (12) athletes in the TACTTA.
- c. The selection committee may select a minimum of twelve (12) athletes and a maximum of thirty two (32) athletes in the ETS, with a minimum of four (4) spots allocated to ACT based athletes and two (2) spots allocated to Para-triathletes.
- d. The selection committee may select a minimum of twelve (12) athletes and a maximum of twenty (20) athletes in U23 , with a minimum of two (2) spots allocated to ACT based athletes.
- e. RASi minimum and maximum numbers will be dependent upon each RAS budget and policy requirements;
- f. This policy does not require TNSW /TACT to select the maximum number of athletes in each Squad. Final Pathway numbers and selection decisions are at the absolute discretion of the Selection Committee as set out in this Policy.

2. Athletes can only be selected via the following:

Automatic selection;

Discretionary selection; or

Talent Transfer during the course of the season.

3. Automatic Selection

a. An athlete can qualify for automatic selection to the ROSTA, TACTTA or RASi through performance inclusive of;

- i. Selected as a member of the Palladium Property Performance Honorary Relay Team at the Super Sprint Race Weekend Orange November 26th 2022;
- ii. Podium result at the 2022/23 TNSW Super Sprint race weekend (Orange) in the Youth or Junior Category
- iii. Top 3 in the overall Youth point score in the NSW Billigence Pathway Championship Series in 2022/23 season;
- iv. Podium result in Youth at the 2022/23 Your Local Club Academy Games Wagga Wagga April 22, 2023
- v. Had the fastest run leg time in any of the Youth events at the 2022/23 Your Local Club Academy Games Wagga Wagga April 22, 2023 (excluding run to bike in Le Man crit)
- vi. Podium result at the Australian Junior and Youth Super Sprint Triathlon Championships Canberra January 13 - 15, 2023

b. An athlete can qualify for automatic selection to the ETS through performance in the following;

- i. Selected in the Australian Junior Team for the 2023 World Triathlon Junior World Championships;
- ii. Podium result in the 2022/23 Junior Australian Triathlon Championships individual event (Port Adelaide).
- iii. Won the 2022/23 Youth Academy Games Individual Championships and be of eligible age for ETS (2008, 2007, 2006, 2005)
- iv. Selected as a member of the Palladium Property Performance Honorary Relay Team at the Super Sprint Race Weekend Orange November 26th 2022 in the Junior or Youth Team and be of eligible age for ETS (2008, 2007, 2006, 2005)
- v. Podium result at the 2022 TNSW Super Sprint race weekend (Orange) in the Junior or Junior B Category (must have made A final for males or A or B final for females);
- vi. Podium result at the 2022 TNSW Super Sprint race weekend (Orange) in the PTS3 category and be of eligible age for ETS (2008, 2007, 2006, 2005);
- vii. Podium result at the 2022 TNSW Super Sprint race weekend (Orange) in the PTS4 category and be of eligible age for ETS (2008, 2007, 2006, 2005)
- viii. Podium result at the Australian Junior and Youth Super Sprint Triathlon Championships Canberra January 13-15, 2022
- ix. Podium in the overall point score in the NSW Billigence Pathway Series in 2022/23 season;
- x. Accumulated Triathlon World ranking points as published by World Triathlon as at 1 July 2023.

c. An athlete can qualify for automatic selection to the U23 through performance in the following;

- i. Selected in the Australian U23 Team for the 2023 WT U23 World Championships;
- ii. Podium in the 2022/23 WT Junior Australian Triathlon Sprint Championships (Port Adelaide);
- iii. Podium in the 2022/23 U23 Australian Triathlon Sprint Championships (Devonport).
- iv. Ranked in Top 300 on accumulated World ranking Points as published by World Triathlon as at 1 July 2023.
- v. Podium in a Mixed Relay at the Australian Mixed Relay Championships (2022/23 Devonport).
- vi. Had the fastest run time in their respective leg in the Australian Mixed Relay Championships (2022/23 Devonport)
- vii. Had the fastest run time in their event in the Elite Australian or Oceania Sprint Individual Championships; (2022/23 Devonport)
- viii. Podium in the overall point score in the NSW Billigence Pathway Series in 2022/23 season..

4. Discretionary Selection

- a. The Selection Committee may select remaining positions in the ROSTA, TACTTA, ETS and U23 following the allocation of any automatic positions under Section 3 above. This discretion is absolute, and it need not be exercised.
- b. Each RASi shall create their own Selection Committee to select a Squad via Discretionary Selection.
- c. In exercising its discretion in selecting remaining positions in the Pathway, the Selection Committee can consider any other matters it deems relevant for consideration including (but not limited by) the following attributes provided as directives from the Triathlon Australia High Performance Program and included in Appendix A – Discretionary Selection Information.

The above can be demonstrated through:

- i. Appendix B - Minimum Performance Standards under (What It Takes To Win) WITTW modelling in both swim and run.
- ii. Other individual or team sports;
- iii. Alternative multisport events;
- iv. Performances and conduct at TNSW / TACT Talent ID or Talent Transfer Camps/Clinics or organised Selection and Race Camps held;

- v. A para-athlete whom may demonstrate a level of competency and talent taking into account but not limited to the above attributes.
- d. The Selection Committee does not have to fill all positions in the Pathway.
- e. The Selection Committee will advise the TNSW Board and TACT Board of the selected athletes.

5. Talent Transfer Selection.

Athletes may apply or be invited within the Pathway as a Talent Transfer athlete into either the ROSTA, TACTTA, ETS or U23 Squads.

A Talent Transfer athlete is not a current active Triathlon participant, (three or less sanctioned Triathlon events) and may be invited or accepted for one or more Pathway initiatives in addition to the minimum number of automatic and discretionary selected positions within the Pathway;

A Maximum of up to five (5) Talent Transfer spots remain open in each squad for the above purpose.

D. SQUAD MEMBERSHIP CONDITIONAL

1. All athletes selected under this Policy are expected to maintain a level of fitness commensurate with the level of competition they will be required to race at.
2. Any athlete selected who fails to meet the above obligation may at the discretion of Triathlon NSW, Triathlon ACT or the RASi may be removed from the Pathway.

E. TIMELINE OF SELECTION (ETS & U23)

Date	Process
03/07/2023	Nominations open for ETS and U23
28/07/2023	Nominations close (5 pm)
2/08/2023	Provisional Squad announced and Appeals Open (1 day)
3/08/2023	Appeals Close (1 day later – 5pm)
4/08/2023	Final Squad selection (announced via TNSW website)

F. TIMELINE OF SELECTION (RASi, TACTTA, ROSTA)

Date	Process
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17/07/2023	Nominations open for RASi, ROSTA, TACTTA
11/08/2023	Online nominations close (5 pm)
16/08/2023	Provisional Squad announced and Appeals Open (1 day)
17/08/2023	Appeals Close (1 day later)
18/08/2023	Final Squad selection (announced via RASi and TNSW website)

G. FUNDING

There are costs associated with participation in all events, camps or clinics which are to be covered by the athlete. Although TNSW/TACT invests significantly into the Pathway by way of subsidises to ensure that the price is kept to a minimum.

TNSW/TACT is mindful of minimising costs and will always attempt to ensure prices remain as low as possible.

H. APPEAL PROCESS

1. An eligible athlete who fails to be selected for a Squad under the process and criteria set out in this policy may appeal against omission from the Squad as set out in this section.
 - a) The sole ground of any appeal is that the Athlete's omission from the Squad was as a result of a failure by TNSW/TACT to properly follow the process set out in this policy.
 - b) Any Appeal under this clause will proceed in accordance with the procedure set out in 'TNSW/TACT Development Squad Appeal Policy' policy.
2. Any eligible athlete wishing to appeal their omission from the Squad must be made in writing to the TNSW CEO by 5:00pm the on the next day following the communication of non-selection. It must be accompanied by a \$100 fee which will be refunded if the appeal is successful.
3. The Appeal will be forwarded to the TNSW/TACT Selection Appeals Committee who will review the appeal on its merits within 7 days. The athlete will receive a written response from Triathlon NSW.
4. This decision of the Appeals Committee is final.
5. RASi may choose not to have appeals process and therefore advertised selections will be deemed final.

I. INTERPRETATION

In this Selection Policy the following words and phrases have the following meanings:

Automatic Selection – the process of choosing athletes for nomination by reason of race performance across various events in season 2023/24 season as described in Section C.

Discretionary Selection – the process of choosing athletes for selection at the discretion of the Selection Committee as described in Section C, subsection 4.

Pathway – TNSW/TACT U23 Development Squad, TNSW/TACT Emerging Talent Squad, Regional Academy of Sport Inc., Rest of State Talent Academy and Triathlon ACT Talent Academy (TACTTA)

Squad means the athletes selected under this policy to join the TNSW / TACT Pathway.

Talent Transfer: is not a current active Triathlon participant (3 or less sanctioned Triathlon events) and who has not previously competed in the sport at a State or National level apart from School participation.

TNSW/TACT Selection Committee (SC) – TNSW/TACT Selection Committee comprising of a Chair who is either the TNSW/TACT CEO, and up to three members appointed by TNSW/TACT from time to time. The TNSW/TACT Pathway Manager is not a selector. A separate Selection Committee for each RASi will operate as appointed by the RASi.

All members are chosen due to their knowledge of the sport, significant experience and independence in this process.

Appendix A – Discretionary Selection Information.

Squads	Health	Physiology	Technical skills	Race Intelligence	Mental Skills	What it takes to Win
U23 Dev	Age Appropriate Training Loads, low injury rates, consistent training history, Nutrition habits meeting energy needs	Potential to develop endurance and critical speed profiles within age appropriate training loads. High Vo2max, potential to increase loads as a Senior athlete	Sound movement patterns and general motor skills with an ability to make mechanical change easily. Proficient technical competence in at least 1 discipline at World Class level.	Read a race, plan, adapt and deploy race strategy. Manage pacing & use mental and physical strengths to influence race. Understand risk v reward, employ reflective practices.	Perseverance and Passion for long term goals despite challenges. Possess coping strategies, resilience and grit. Ability to learn, plan, reflect and make positive change. Hold self-accountability and competitiveness.	Perform at or above expectation when it matters. Uses anxiety to enhance performance. Remains composed. Regulates emotions.
ETS	Age-Appropriate Training Loads, low injury history, consistent training history, Nutrition habits meeting energy needs.	Potential to develop critical speed profiles within age-appropriate training loads.	Sound movement patterns and general motor skills with an ability to make mechanical change. Proficient technical competence in at least 1 discipline.	Read a race, plan, adapt and deploy race strategy. Manage pacing Understand risk v reward, employ reflective practices to learn.	Perseverance and Passion for long term goals despite challenges. Possess some coping strategies, resilience and grit. Ability to learn, reflect and make positive change. Hold self-accountability and competitiveness.	Uses anxiety to enhance performance. Remains composed. Regulates emotions.
RASi, ROSTA, TACTTA	Age Appropriate Training Loads, low injury rates, consistent training history, healthy Nutrition habits	Potential to develop critical speed profiles within age appropriate training loads.	Sound movement patterns and general motor skills. Proficient technical competence in at least 1 discipline.	Read a race & adapt. Manage pacing . Understand risk v reward, employ reflective practices to learn.	Perseverance *passion to achieve goals despite challenges. Possess some coping strategies, resilience and grit. Appetite for learning & reflection to make positive change. Holds themselves accountable and competitiveness.	Attempts to use anxiety to enhance performance. Recognises emotions and stays relatively composed.

Appendix B – Minimum Performance Standards under (What It Takes To Win) WITTW modelling.

Standards have been developed using evidence-based conversation of WT winning times, IAAF and FINA point score conversion and progression window benchmarks.

These standards can be demonstrated in either a sanctioned Swimming or Athletics meet, or a sanctioned triathlon. The Olympic pathway standards are as follows:

Olympic Pathway Minimum Performance Standards			
Individual Discipline	Event	Female	Male
Swim	200m	2:31	2:12
	400m	5:09	4:42
Run	800m	2:22	2:04
	1500m	4:50	4:11
	5000m	17:45	15:10

TNSW/TACT Ltd
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