

<b>Generic Coach Selection Criteria for 2017-20 International Competitions</b>									
<b>Criteria Release</b>	February 2017								
<b>Purpose</b>	<p>This policy guides the selection of Coaches to New Zealand Teams. Coaches will be selected who can create a positive environment that enables the team to perform at their best on the world stage. This will include consideration of the coach's ability to;</p> <ul style="list-style-type: none"> <li>• Build the swim team environment and culture</li> <li>• Manage the final preparation of the athletes and the relationships with the personal coaches of swimmers</li> <li>• Cooperate with Team Management and follow the Team Leader's direction.</li> <li>• Possess the ability to align with the Head Coach's direction and SNZ's values of accountability, Integrity, and Performance</li> </ul> <p><b>Note this policy does not apply for the nomination of coaches for NZOC Selected Teams</b></p>								
<b>Selection Event</b>	As specified in the swimmer selection criteria for each competition that teams are to be selected for.								
<b>Eligibility</b>	<p>The following criteria will be taken into consideration when selecting coaches for NZ Teams, the coach should:</p> <ol style="list-style-type: none"> <li>1. Be an active coach, in New Zealand.</li> <li>2. Be the "primary" coach of a swimmer selected for the Competition.</li> <li>3. Be a registered member of both NZSCTA and Swimming New Zealand in good standing.</li> <li>4. Be a minimum of Bronze certified (or equivalent).</li> <li>5. Hold a valid passport current for 6 months after the scheduled return.</li> <li>6. Hold a valid drivers' license.</li> <li>7. Have a signed SNZ Team Staff Agreement and submitted to SNZ a valid coaching availability form for the Selection Event.</li> <li>8. Will comply with SNZ Code of Conduct and has no history of infractions.</li> </ol>								
<b>Withdrawals</b>	If an athlete withdraws from the team following the team announcement, the coach selection may be reviewed.								
<b>Team Commitments</b>	<p>All coaches must:</p> <ol style="list-style-type: none"> <li>1. Comply with the provisions of their SNZ Staff Agreement at all times.</li> <li>2. Agree to SNZ requirements regarding team preparation.</li> <li>3. Make themselves available for all team activities designated by SNZ.</li> </ol>								
<b>Coach to Swimmer Numbers</b>	<p>The number of support staff selected will vary depending on the type of event and the number and type of swimmers that qualify for the event. The following chart will be used as a guide only for the ultimate number of coaches selected per event.</p> <table border="1" data-bbox="491 1771 1370 2074"> <thead> <tr> <th><b>Event</b></th> <th><b>Number of Support Staff to be selected</b></th> </tr> </thead> <tbody> <tr> <td><b>Open Pinnacle Events</b></td> <td><b>1 coach for up to six swimmers</b></td> </tr> <tr> <td><b>Youth Pinnacle and Non-Pinnacle Open Events</b></td> <td><b>Minimum of 2 support staff for up to 10 swimmers</b></td> </tr> <tr> <td><b>Age Group Events</b></td> <td><b>Minimum of 2 support staff for up to 10 swimmers</b></td> </tr> </tbody> </table>	<b>Event</b>	<b>Number of Support Staff to be selected</b>	<b>Open Pinnacle Events</b>	<b>1 coach for up to six swimmers</b>	<b>Youth Pinnacle and Non-Pinnacle Open Events</b>	<b>Minimum of 2 support staff for up to 10 swimmers</b>	<b>Age Group Events</b>	<b>Minimum of 2 support staff for up to 10 swimmers</b>
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<b>Selection Considerations</b>	<p>Once a coach or support staff member has been deemed eligible, the following selection considerations will be reviewed before any selection is made.</p> <p>For Open Events the Support Staff selection will be based on the following points;</p> <ol style="list-style-type: none"> <li>a. Add value to the Team Environment.</li> <li>b. Ability to work as a team player at all times.</li> <li>c. The coach's prior experience and success as a coach of a New Zealand Team</li> <li>d. SNZ discretion</li> <li>e. All coach selection and consideration will be based on Olympic Events only</li> </ol> <p>In addition, for Youth Pinnacle and Age Group Events the Coach selection will also consider;</p> <ol style="list-style-type: none"> <li>a. The FINA points rankings of the swimmers of each available coach.</li> <li>b. If the situation arises where there is a tie on FINA Points the coach with the most swimmers on the team will be selected in the first instance followed by the tied coach on FINA Points.</li> <li>c. If there are more coaching positions available than eligible coaches or one of the coaches that fulfil the above criteria is not deemed suitable by SNZ for the appointment, SNZ may appoint a coach who may not meet every eligibility criterion but is on the Next Generation Coaches List.</li> </ol>
<b>Head/Lead Coach</b>	<p>SNZ will appoint a Head/Lead Coach for teams where there is more than one staff member selected taking into consideration the following:</p> <ul style="list-style-type: none"> <li>• The Number of Swimmers on team</li> <li>• The Ranking of Swimmers on team</li> <li>• The Experience of Coach</li> </ul>
<b>Team Leader</b>	<p>For each competition SNZ, may at its sole discretion, appoint a Team Leader who is not actively coaching swimmers.</p>
<b>Notes</b>	<ol style="list-style-type: none"> <li>1. SNZ may amend these selection criteria at any time at its sole discretion.</li> <li>2. Any appeals must be made within one week of SNZ announcing the team.</li> <li>3. World Ranking - refers to the World Ranking determined by inserting the selected swimmer's fastest time (Olympic Event only) at the Selection Event into the official FINA World Rankings list (Long Course/Short Course – Selection Event dependent) as at December 2017, based on two (2) athlete's performances per nation excluding all New Zealand performances.</li> </ol>
<b>Approved &amp; Date</b>	February 27, 2017