

## **Swimming NZ Selection and Nomination Framework**

### **Introduction**

The vision of Swimming NZ High Performance Strategy 2016-2020 is “Inspirational swimmers, exciting the nation through exceptional results”. Swimming NZ will select representative teams which have the best possible opportunity of competing with distinction in international competitions. In October each year Swimming New Zealand notifies members of selection criteria for all national teams to be selected from January to December of the following year. The Selection and Nomination Panel (“Panel”) provides guidance and advice to support the selection process.

### **Role and Responsibilities of the Panel**

The role is to

- Maintain a thorough understanding of the objectives of the goals of the Swimming NZ HP Plan including performance targets associated with milestone events
- Develop the selection and nomination criteria for NZ teams attending international events to be approved by the Board
- Attend where possible relevant selection events to observe performances of swimmers.
- Assess and recommend to the CEO swimmers for selection and nomination for all Swimming NZ Teams as per the agreed criteria.
- Seek any additional information relevant to performing their duty
- Advise the CE on the exercise of discretion in relation to swimmers not meeting the selection criteria owing to extenuating circumstances
- Be available for any appeals made to SNZ (nomination or Selection)

### **Membership**

Membership of the Panel will consist of up to six people who shall be as outlined below:

- The High Performance Director
- A Swimming NZ Director who is responsible for High Performance
- The National Head Coach or National Athlete Development Coach depending on the level of event swimmers are being selected for
- Three independent members who will possess relevant skills and experiences (“Independent Panel Members”)
- One of the independent members shall be appointed as the convenor of the panel and chair all the selection and nomination meetings.

\*In the absence of any member of the panel as specified above, the CEO will resume responsibility and voting authority of that person.

### **Process for confirming Independent Panel Members**

The High Performance Director will identify three Independent Panel Members with relevant experience against the agreed skill set as follows:

- Knowledge and extensive experience of international swimming competition and performance standards
- Understanding of swimming performance standards required for FINA, NZOC and other International Development Events.
- An understanding of selection requirements relative to decisions the Head Coach will have to make in the lead up to and at major meetings (e.g. individual needs of athletes, relay needs, future development of team members)

Upon the advice of the High Performance Director the CE will recommend the Independent Panel Members to the Board for appointment.

**Term:** The independent Panel Members shall be appointed by the Swimming NZ Board for a four-year period in line with the Olympic quadrennial with retirement occurring automatically at the end of the term. Retirement at the end of a quadrennial does not preclude reappointment for the next or subsequent quadrennial.

**Resignation and Removal:** The Independent Panel Members may resign from the panel at any time providing written notice to the CE. The appointments may be terminated by the Board at any time providing written notice if the Board considers

- The Independent Panel Member is not satisfactory performing their role
- The Independent Panel Member has a conflict of interest such that they are not capable of performing the responsibilities or
- The Independent Panel Member is not or has not acted in the best interests of SNZ, whether as a selector or otherwise.

**Expenses:** The position of independent Panel Member is voluntary. However, SNZ will reimburse the Independent Panel Members for their actual and reasonable expenses incurred in the conduct of their responsibilities following approval of a completed expense claim in accordance with SNZ policies.

**Administration Support:** The High Performance Logistics and Operations Manager shall provide secretariat support to the Panel and attend all meetings.

**Role of the High Performance Director:** The High Performance Director is accountable for the Swimming NZ nomination and selection framework. The High Performance Director shall be responsible for the final draft of all selection and nomination criteria and for presenting all criteria for approval to the Board via the CE.

**Role of the Board:** On the recommendation of the CE and the High Performance Director, the Board will

- appoint three Independent Panel Members to the Panel and
- agree the selection and nomination criteria for all NZ Teams.

**Role of the CE:** The Chief Executive Officer is ex officio and will be invited to all selection meetings. The CEO will be the person designated by SNZ to select the swimmers for Swimming NZ Teams after receiving the recommendations of the Panel.

**Amendment:** The Board may amend this framework in its sole discretion without the requirement to give prior notice.