



2025 State Team Policy

2025 Selection Policy

1. Introduction

1.1. Our Values

Respect: Value all contributions and treat each other with kindness.

Integrity: Be accountable, fair, honest, ethical and inspire community confidence.

Diversity: Celebrate the diversity of our people and programs, and value inclusion for all.

Excellence: Support achievement at all levels.

1.2. Philosophy

Rowing South Australia (RSA) strives to produce high performing State Teams that consistently produce podium performances.

1.3. Objective

The objective of the Selection Policy is to select crews fairly who will produce podium performances.

1.4. Strategy

- 1.4.a Recruit and retain talented athletes and coaches who will advance rowing performances and inspire continual growth in the State.
- 1.4.b Provide clear and appropriate policies and processes.
- 1.4.c Appoint selectors and coaches who remain transparent, nonbiased, achieve all essential attributes and who are 100% committed to the Philosophy.
- 1.4.d Alignment and delivery of Rowing SA's development and performance pathway model and programs which have real purpose.

1.5. Application

- 1.5.a The Selection Policy applies to all Selectors, Athletes, Coxswains and Coaches referred herein as "Participants" who nominate for selection in the South Australian State Team consisting of Pathway, Interstate and Masters.
- 1.5.b All Participants are bound by the policies of RSA which can be found on the [RSA Website](#).
- 1.5.c It is the responsibility of all Participants who seek selection to familiarise themselves with the Selection Policy and Event Requirements.
- 1.5.d This Policy and the related Event Requirements are structured to work within Rowing Australia's (RA) Event Requirements.
- 1.5.e Participants based at the National Training Centre (NTC) will be granted exemption from State Team Selection Event Requirements. Rowing Australia Selection Data will be considered by selectors.
- 1.5.f Participants based interstate must attend and participate in all selection events. Alternative arrangements and/or processes may be negotiated at the Selector's discretion.



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2. Guiding Principles of Selection

2.1. Mandatory Requirements

- 2.1.a All Participants wishing to be considered for selection must be eligible and nominate via the [RSA website](#) by the due date outlined in the Event Requirement for the nominated boat.
- 2.1.b Participants will not nominate for a specific crew. Nominating athletes will indicate their preferences and Selectors will allocate participants to a crew based on their performances and their ability to best support that State crew.
- 2.1.c All Participants must;
 - a. be a current financial and registered member of RSA or another State Rowing Association.
 - b. be a current financial member of RSA with no outstanding debts.
 - c. be eligible to represent South Australia under the RA [Rules of Racing](#) 2023 edition, Rule 17.3 State or Territory of Origin.
 - d. fulfil any other criteria which may be determined necessary by RSA from time to time.
 - e. meet the requirements of the [Worlds Anti-Doping Agency](#) and [Sports Integrity Australia](#).
 - f. not race in more than one race prior to the Interstate Regatta.
- 2.1.d All Coaches must hold a current Coaches Accreditation under the [National Rowing Coaching Accreditation Scheme](#). A minimum level 1 is required but level 2 or 3 is desirable. Coaches must maintain a current registration with Rowing SA, plus, be a current coach at an affiliated club/school, or a National Institute Network (NIN).

2.2. Primary Selection Criteria

The Selection Criteria that must be considered by the Selectors in selecting rowers and coxes for the SA State Team include the following:

- 2.2.a performance in trialling and competition specified in the Event Requirements;
- 2.2.b current national and international performances (for NTC Athletes)

2.3. Further Selection Criteria – athletes and coxswains

When the primary Selection Criteria do not provide sufficient evidence to make a conclusive selection decision, the Selectors may consider one or more of the following further Selection Criteria in selecting rowers and coxes for the State Team:

- 2.3.a past national and international performances;
- 2.3.b the Athlete's current level of skill and physical fitness;
- 2.3.c any current injury or condition, which will impair or prevent the Athlete's performance;
- 2.3.d factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony;
- 2.3.e relevant rowing conditions in relation to any trialling or results (e.g. wind and stream effects);
- 2.3.f coach input;



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- 2.3.g potential development of crew combinations for subsequent State Teams;
- 2.3.h equipment breakages or malfunctions;
- 2.3.i for lightweights and coxes only, maintaining specified weight profiles;
- 2.3.j for coxes only, consultation with rowers;
- 2.3.k for reserves only “athlete versatility” which shall mean performances that demonstrate an athlete’s ability to row on both bow and stroke sides.

2.4. Further Selection Criteria – Coaches

Consideration will be given to the compatibility of the coach and the crew, as well as the compatibility of all other State Team coaches and crews. Coach selection will be based on the following:

2.5. Coaching Experience:

- 2.5.1. A proven track record of coaching crews over relevant race distance for the nominated State Team at state, national, or international levels, with demonstrated success in developing athletes and crews to compete at a high standard.
- 2.5.2. Experience in coaching at major regattas and familiarity with the demands and pressures of state-level competitions.
- 2.5.3. Experience in managing teams, developing training programs, and implementing effective coaching strategies for athletes of different ages and skill levels.
- 2.5.4. Recent performances of current crews/athletes in the age category of the nominated State Team.

2.6. Technical Expertise:

- 2.6.1. In-depth knowledge of rowing techniques, boat rigging, race strategy, and training methodologies.
- 2.6.2. Ability to conduct video analysis, provide technical feedback, and implement corrective techniques to improve athlete performance.

2.7. Familiarity with contemporary rowing practices, athlete conditioning, injury prevention, and recovery protocols.

2.8. Leadership and Communication:

- 2.8.1. Strong leadership skills with the ability to inspire, motivate, and manage athletes effectively.
- 2.8.2. Excellent communication skills, both verbal and written, to effectively convey strategies, provide feedback, and foster a positive team environment.
- 2.8.3. Demonstrated ability to work collaboratively, communicate effectively with athletes, their coaches, parents, club officials, and other stakeholders.

2.9. Commitment and Availability:

- 2.9.1. Willingness to commit time to attend state training sessions, regattas, and meetings, as well as undertake travel required for state team duties.
- 2.9.2. Availability to lead and manage team activities throughout the entire state team program, including preparation trainings, travel, and competition periods.

2.10. Alignment with Rowing SA Values:



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- 2.10.1. A commitment to Rowing SA's values and strategic objectives, including fostering a positive and inclusive culture within the sport.
- 2.10.2. Adherence to ethical standards, including maintaining a safe and respectful environment for all athletes, coaches, and staff.
- 2.11. References and Recommendations:
 - 2.11.1. Positive references from current or previous athletes, assistant coaches, or club officials who can speak to the coach's effectiveness, professionalism, and coaching style.
 - 2.11.2. Evidence of previous accomplishments and contributions to the sport of rowing, such as awards, commendations, or recognition within the rowing community.
- 2.12. Interview and Presentation:
 - 2.12.1. In some cases, a formal interview or presentation on coaching philosophy and approach may be required.
- 2.5. Consideration of Data and Information

In applying any of the Selection Criteria, the Selectors may consider results and reports recorded from collated data and information including ergometer results, past race results, medical tests or considerations, training camps, ability to maintain required training loads, and weight profiles (for lightweights and coxes).

2.6. Extenuating Circumstances

- 2.6.a In considering the performances of Participants at events, trials, training camps or other attendances required under the Selection Policy or the Event Requirements, the Selectors may in their discretion give weight to Extenuating Circumstances.
- 2.6.b Any Participants unable to compete at events, trials, training camps or satisfy other attendances required under the Selection Policy or the Event Requirements must advise the selection panel via the RSA exemption form which is available via the website or via this [link](#). This form may require a medical certificate or a letter from a medical specialist. The exemption form, where practicable be given within 24 hours of the commencement of the event, trial, training camp or other attendance and in all other cases within a reasonable time of becoming aware of the failure or inability to meet the requirement.
- 2.6.c In the case of illness or injury, participants will be required to undergo a medical examination by a medical practitioner or other health professional and must provide a medical exemption to the selectors and in particular circumstances, medical clearance.
- 2.6.d Where any participant seeks consideration of extenuating circumstances, a decision in each case will be made by the Selectors in their sole discretion on an individual basis.



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2.7. Selectors' Discretion

- 2.7.a The Selectors have discretion in the selection of participants to, or removal of participants from, a State Team having regard to the Selection Criteria.
- 2.7.b The Selectors may apply a standard which calls for a value judgment and overall assessment of the relevant criteria. In the exercise of their discretion, the Selectors are expected to bring to account those matters within the criteria that they consider to be relevant to the determination, in achieving the overall objective of the Selection Policy. When comparing Participants performance, the predominant function of the Selectors' discretion is to determine the relevance of each of the Selection Criteria and the weight attributable to them. For the Selectors to exercise their discretion prudently, judiciously and with sound judgment they are required to:
 - a. act reasonably and justly;
 - b. act in good faith and for proper purposes;
 - c. consider the Selection Criteria; and
 - d. consider the relevant materials and disregard irrelevant considerations.

2.8. The Event Requirements

- 2.8.a The Event Requirements shall form part of the Selection Policy and shall bind participants who nominate for consideration for selection to the State Team and RSA may issue the Event Requirements wholly or partially by way of updates or circulars/emails.
- 2.8.b Without limiting the Selectors discretion in deciding what material is relevant for inclusion in the Event Requirements, RSA may nominate a Priority Boat or Priority Boats. RSA may also, as a matter of policy, elect not to send a boat or boats to an event in which case it shall announce such election. To the maximum extent possible, RSA will make these announcements as soon as practicable in the circumstances for the event.
- 2.8.c On occasion, progression through the Event Requirements will be subject to invitation by the Selectors to the next stage of the activity plan within the Event Requirements. The Event Requirements may specify the way progression and invitation is determined. Selectors will consider the Selection Criteria set out in the Selection Policy and use their discretion in inviting Participants to progress to the next stage.
- 2.8.d Event requirements are available on RSA Website

PART 3 THE SELECTORS

3. Selection Panel

- 3.1.a The selection panel for the Interstate and Pathway State Teams will be comprised of three Selectors. The Chair of Selectors will be chosen at the sole discretion of the RSA Board, having the qualifications and experience that meet the requirements of the RSA Board.
- 3.1.b The selection panel for the Masters State Team will be comprised of three Selectors as follows:
 - a. the nominated Chair of Selectors;
 - b. one nominated selector; and



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c. the lead coach/s (act as one person/one vote).

- 3.1.c The Chair of Selectors will be chosen at the sole discretion of the RSA Board and must not be an employee of RSA.
- 3.1.d A quorum for any meeting of Selectors will be a minimum of two Selectors. The Selectors can provide recommendations for changes to this Policy and/or Event Requirements for approval by the RSA Board.
- 3.1.e The selection panel will recommend participants to the RSA Board for ratification before announcing the selection of the State Teams.

3.2. Powers of the Selectors

The powers of the Selectors shall include without limitation:

- 3.2.a Implement the Selection Policy and give due consideration to other RSA and RA Policies.
- 3.2.b Accepting or denying nominations made after the respective deadline.
- 3.2.c Making all selection decisions (including decisions not to select an Athlete to, and decisions to remove an Athlete from the selection process).
- 3.2.d Exempting an Athlete from the requirements of the Selection Policy or the Event Requirements, on the basis of act reasonably and justly;
- 3.2.e Extenuating Circumstances or any other conditions of the Event Requirements;
- 3.2.f Conducting selection trials or squad trainings including;
 - a. all logistical aspects of the trials
 - b. communication with participants throughout the course of selection
 - c. collection and assessment of all trial data
 - d. these roles may be delegated to competent persons at the selector's discretion.
- 3.2.g Determining the need to select a reserve or reserves. It is at the selectors discretion to determine whether the reserves meet the minimum standard of the boat should they be required to race or if the boat should be withdrawn should selected Participants be unable to compete.
- 3.2.h Subject only to the right of appeal in accordance with the Appeals Policy, each decision by the Selectors shall be final and binding on the Participants and each member of any State Team.

4. Selection Ombudsman

The Selection Ombudsman role and powers are outlined in the RSA Selection Ombudsman Policy. The terms of the Selection Ombudsman role form part of the Selection Policy and apply to and are binding on all Participants.

5. Appeals

Appeals will be addressed in accordance with the RSA Appeals Policy. The terms of the Appeals Policy form part of the Selection Policy and apply to and are binding on all Participants.



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6. General

6.1. Notification and Announcements

- 6.1.a RSA will deliver a notification or announcement made under or pursuant to the Selection Policy or the Event Requirements to a Participant via the RSA Website. The notification or announcement will be taken to be duly made or announced in accordance with this Selection Policy at 9am on the next day following publication on the RSA Website.
- 6.1.b RSA and the Selectors shall have no responsibility to notify the terms of the Selection Policy to any party other than in accordance with 6.1.a but may do so at its sole discretion.
- 6.1.c Participants who wish to withdraw from the selection process must advise the Selectors in writing or electronically.

6.2. Process for Notifying Deselected Athletes

- 6.2.a Notify deselected athletes in a timely manner of selection decisions including a brief explanation of the decision and the criteria used. Keep a record of all communications and decisions to ensure transparency and provide a reference in case of any disputes or questions.

6.2.b Notify Athletes who are unsuccessful in Seat Racing Personally:

- Wherever possible, make the initial communication in person or via a phone call to convey the news directly and respectfully. This should be completed by at least 2 selectors.

6.2.b Follow-Up Athletes who are unsuccessful in Seat Racing with Written Confirmation:

- Send a follow-up email to provide official confirmation of the deselection. This should state the reasons, offer constructive feedback, and outline any opportunities for future selection or development.

6.2.c Ensure Confidentiality:

- Maintain confidentiality throughout the process, ensuring that the communication is private and respectful of the athlete.

6.2.d Open Lines of Communication:

- Make sure the athlete knows whom they can contact for further questions or support, e.g. athlete's direct coach, club head coach, selectors/ombudsman; and they are aware of the Appeals Process and timelines associated.

7. Amendments

- 7.1. RSA reserves the right to amend any policies (including the selection policy) as circumstances may require. Any change or addition to the Selection Policy or the Event Requirements must be approved by the RSA Board and notified to Participants via the RSA Website. The change or addition will take effect at 9am on the next day following publication on the RSA Website.



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7.2. Data Collection

RSA reserves the right to retain all data relative to the participant and not disclose any selection-based data to any other party after the naming of the State Team.

This includes but is not limited to Event Requirement results and attendance, Medical Exemptions submitted, and nomination forms.

Please Note: Rowing South Australia (“RSA”) will review this policy by no later than October of each year but may review and update the policy at any time and the publication or notification shall take effect in accordance with the RSA Selection Policy.