

Coach/Selector Selection Panel (CSSP) Scope

This scope sets out the composition, role and processes of the Coach/Selector Selection Panel (CSSP), and the coaching and Selector requirements for each Rowing SA State Team program. It is the CSSP Scope referred to in the 2027 Selection Policy. It is intended to give the Coach/Selector Selection Panel a clear, consistent basis for advertising each role, assessing candidates and matching appointments to the right program.

This panel's role is limited to recruiting and selecting State Team coaches and Selectors. The panel's decisions are ratified by the Rowing SA Board, and that ratification constitutes the formal appointment (By-Laws clause 6.2). It has no authority over, and should not be drawn into, athlete selection, crew composition or nomination decisions; these remain the responsibility of the State Team Selection Panel (STSP).

Head Coach roles for the Interstate, Pathway and Oceania programs may be filled under the Direct Appointment Pathway set out below, where the panel is satisfied the pre-conditions are met by a single clearly identified individual, and the Panel considers a direct appointment appropriate in the circumstances. Otherwise, these roles are filled through the panel's open recruitment process. The Masters Head Coach, and all crew coaches across every program, are recruited through the panel's open recruitment process using the criteria set out below.

1. Panel Composition and Operation

- 1.1 **Membership.** The panel has three independent voting members endorsed by the Board, one of whom is appointed Chair. The CEO is a non-voting member, providing Rowing SA context and administrative support. Independent members must not hold a Board, State Team coaching or Selector role while serving on the panel.
- 1.2 **Decision-making.** Decisions are made by a majority of the voting members. Meetings, interviews and assessments may be held online and outside business hours. If a member abstains and the remaining two voting members cannot agree, the Chair has a casting vote. If the Chair is the member who abstains, the Board Chair will appoint an independent alternate member for that decision only.
- 1.3 **Process.** For each role, the panel prepares a role description based on this scope, assesses applications against the published criteria, conducts interviews and reference checks, and keeps a written record of the reasons for each decision.
- 1.4 **Board ratification.** The panel selects the preferred candidate for each role. The Board then ratifies the panel's decision by resolution, which constitutes the formal appointment. In ratifying, the Board confirms that this Scope and the Selection Policy have been followed and that conflicts of interest have been managed; it does not re-determine the merits of the panel's decision. Ratification takes place after the period for raising a concern under the Appeals Policy has expired or, where a concern or appeal has been lodged, after it has concluded.
- 1.5 **Conflicts of interest.** Each member declares any conflicts before commencing and as they arise, and abstains from any assessment or decision in which they have a conflict. Declared conflicts are recorded in the Conflict of Interest Register under the 2027 Conflict of Interest Policy.
- 1.6 **Oversight and appeals.** The Selection Ombudsman may observe the panel's process and review its decisions under the 2027 Selection Ombudsman Policy. The panel's selection decisions may be appealed under the 2027 Appeals Policy and clause 7 of the By-Laws. Board ratification of a panel decision is not separately appealable. As the CEO is a panel member, the CEO's functions for any such appeal are performed by a delegate appointed by the Board.
- 1.7 **Confidentiality.** Candidate information and panel deliberations are confidential and are handled in accordance with the Rowing SA Privacy Policy.
- 1.8 **2027 timeline.** Coach and Selector expressions of interest open on 12 October 2026 and close on 26 October 2026. Assessments and interviews follow, with the panel's decisions referred to the Board for ratification in November 2026.

2. Coach Requirements by State Team

These requirements apply to all coaching roles within each program, including Head Coach roles. Head Coach role descriptions will also include leadership and program management requirements.

2027 STATE TEAM

Interstate • Pathway • Oceania • Masters

2.1 Interstate Team (Open) — Kings Cup, Queens Cup, Penrith Cup, Victoria Cup, Single Scull events

Interstate Team (Open)

Program objective	Deliver a competitive, well-prepared open-level crew/squad capable of medalling at the National Interstate Regatta.
Athlete cohort	Senior open-age athletes, including NTC and interstate-based athletes.
Coach qualification	Level 2 minimum (Level 3 desirable) under the National Coaching Accreditation Scheme (NCAS)
Experience required	Demonstrated coaching of open-level crews to national or international competition; experience managing high-performing, self-directed athletes.
Key attributes	Strong technical and race-strategy expertise; composure under competitive pressure; ability to collaborate with Selectors and other coaches; experience managing NTC/interstate-based athlete logistics. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

Interstate Youth Team — Youth Men's Eight, Youth Women's Eight

Interstate Youth Team

Program objective	Prepare U21 athletes for representative racing and support their transition from junior/school rowing into the senior pathway.
Athlete cohort	U21 athletes, some still engaged with school programs.
Coach qualification	Level 2 minimum (Level 3 desirable) under the National Coaching Accreditation Scheme (NCAS)
Experience required	Coaching junior or school-age athletes; experience working alongside school/club coaches and parents.
Key attributes	Strong duty-of-care and safeguarding awareness; athlete development (not just performance) focus; clear, age-appropriate communication style; ability to coordinate with school and club programs. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

2.2 Pathway Team

Pathway Team

Program objective	Identify and develop emerging talent, building a pipeline of athletes into future State Teams and SASI programs.
Athlete cohort	Emerging and developing athletes identified through club, school and talent ID programs.
Coach qualification	Level 1 minimum (Level 2 desirable) under the NCAS.
Experience required	Experience in athlete development pathways; ability to track, assess and report on athlete progression over time. Experience preparing athletes for national competition, including travel, logistics and competition-week management.
Key attributes	Long-term athlete development philosophy; strong collaboration with SASI, clubs and schools; ability to engage and retain developing athletes. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

2027 STATE TEAM

Interstate • Pathway • Oceania • Masters

2.3 Oceania Team

Oceania Team

Program objective	Prepare athletes for representative competition at Oceania level, providing international-standard exposure.
Athlete cohort	High-performing pathway and senior athletes selected for international representation.
Coach qualification	Level 2 minimum under the NCAS.
Experience required	Experience preparing athletes for national competition, including travel, logistics and competition-week management.
Key attributes	Strong team and cultural management skills for a touring environment; adaptability. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

2.4 Masters Team

Masters Team

Program objective	Support participation, engagement and competitive performance for masters-age athletes representing South Australia.
Athlete cohort	Adult masters-age athletes with a wide range of experience and fitness levels.
Coach qualification	Level 1 minimum (Level 2 desirable) under the NCAS.
Experience required	Coaching adult athletes with varied experience levels; balancing competitiveness with enjoyment and inclusion.
Key attributes	Strong communication and inclusion focus; ability to build camaraderie and team culture; flexibility to accommodate a broad range of athlete goals. A genuine team player who works well with others, takes on feedback constructively (including from athletes), and demonstrates a strong culture aligned with Rowing SA's Values.

- 2.5 All coaches.** In addition to the requirements above, all State Team coaches must hold a current Working with Children Check, complete the Rowing SA State Team coach induction, and comply with the Code of Conduct, Child Safeguarding Policy and Member Protection Policy, as set out in the Selection Policy.

3. Selector Requirements

- 3.1 STSP (Interstate, Pathway and Oceania).** The State Team Selection Panel has three Selectors, selected by the panel and appointed by Board ratification for a two-year term. One is appointed Chair of Selectors, who must not be a Rowing SA employee or a current State Team coach.
- 3.2 STSP – Masters.** The Masters panel has three voting members: a Chair of Selectors – Masters, who must be independent of the Masters crews being selected; one Selector; and the Masters Head Coach, who is treated as a Selector for conflict of interest purposes. The Interstate, Pathway and Oceania Chair of Selectors may also chair the Masters panel where they meet the independence requirement.
- 3.3 Attributes.** Sound, impartial judgement; a thorough understanding of the Selection Policy and Event Requirements; the ability to apply the Selection Criteria consistently and record clear reasons for decisions; clear and respectful communication with athletes; and availability for selection activities.
- 3.4 Eligibility.** A person cannot be a Selector if they are trialling or intending to trial, are a sponsor of a prospective athlete, or have a family or personal relationship with an athlete trialling for the program they would select, as set out in the Conflict of Interest Policy.
- 3.5 Selection Ombudsman.** The Selection Ombudsman is appointed by the Board directly under the Selection Ombudsman Policy and is not recruited by this panel.

4. Using This Scope

The panel should use this document as the basis for each role description and interview assessment

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matrix, adapting language as needed but retaining the qualification minimums and core attributes listed above. Any proposed departure from this scope (for example, appointing a coach across two programs, or waiving a qualification minimum) should be raised with the Board before a decision is finalised.

5. **Direct Appointment Pathway**

This clause establishes a Direct Appointment Pathway for State Team Head Coach roles, operating alongside the Coach/Selector Selection Panel's open recruitment process set out above. It applies only where the specific pre-conditions below are met, and each appointment is subject to Board ratification and an automatic review trigger.

5.1 **Purpose**

To provide a documented, transparent and criteria-based basis for the Coach/Selector Selection Panel to select a State Team Head Coach directly, without running its recruitment process, where the role aligns with an individual's existing substantive high-performance coaching employment with SASI or Rowing SA.

In the ordinary course, the Panel runs an open recruitment process for every State Team coaching role, including Head Coach roles, and selects its preferred candidate, whose appointment is then ratified by the Board. This Direct Appointment Pathway is an exception to that ordinary process, available only where the Pre-Conditions below are met by a single clearly identified individual.

5.2 **Pre-Conditions — may only be used where all of the following apply:**

- 5.2.1 The individual holds a substantive, full-time/part-time, high-performance coaching role directly employed by SASI or Rowing SA (for example, SASI Head Coach, SASI Lead Coach or State Pathway Coach).
- 5.2.2 The State Team Head Coach role is a natural extension of the responsibilities already held in that substantive role.
- 5.2.3 The individual holds the coaching accreditation and experience set out in the relevant State Team Coach role description.
- 5.2.4 The Rowing SA Board has ratified the Coach/Selector Selection Panel's decision to make the specific appointment.

5.3 **Process**

- 5.3.1 The Coach/Selector Selection Panel identifies the proposed appointment and confirms it meets the Pre-Conditions above.
- 5.3.2 The Coach/Selector Selection Panel decides to appoint the individual directly, and a short paper is prepared for the Board, setting out the individual's substantive role, relevant qualifications and experience, and the Panel's rationale for direct appointment.
- 5.3.3 The Board ratifies the appointment by resolution before the individual commences as State Team Head Coach.
- 5.3.4 The appointment, and the rationale for it, is recorded in the Coach/Selector Selection Panel's records alongside all other coaching appointments for that season.

5.4 **Scope Limitation**

This pathway does not apply to any State Team Head Coach role without a matching substantive high-performance employment relationship (for example, the Masters Head Coach), or to any crew coach role. All crew coaches across every State Team program are recruited through the Coach/Selector Selection Panel's normal process.

5.5 **Review Trigger**

A Head Coach appointment made under this pathway automatically reverts to the Coach/Selector Selection Panel's normal recruitment process if the individual's substantive employment relationship with SASI or Rowing SA that formed the basis of the appointment ends, changes materially, or is not renewed.

5.6 **Relationship to Athlete Selection**

This pathway governs coach appointment only. It has no bearing on athlete selection.