

## **ROWING NSW STATE TEAM SELECTOR**

**TERM: October 2023 to October 2025**

The Rowing New South Wales (RNSW) State Selection Panel (SSP) determines the composition of NSW Interstate Team, as well as the composition of State Squads and any other relevant squads or teams, excluding underage and masters. At the conclusion of each season, the SSP will nominate to the Board their recommendations for Oarsman and Oarswomen of the Year and Coaches of the Year awards.

The SSP will consist of no less than three (3) selectors.

**APPOINTMENT PROCEDURE** – to be read in conjunction with Rowing NSW By-Law 2.9.1

- Members of the SSP will be appointed by the RNSW Board for a period of 2 years, that **1 October 2023 to 1 October 2025**.
- The outgoing Panel will remain in office until such time as the new Panel is formed and ratified by the RNSW Board.
- The RNSW will call for nominations from the general membership. Applicants must complete a nomination form and forward together with their résumé and other supporting documentation to the CEO by the required date.
- If a selector steps down during the term, nominations will be called from the membership as per the normal appointment procedure or if a replacement is urgent, an interim appointment can be made by the CEO until such time as the normal appointment procedure can be undertaken.

### **THE ROLE**

#### **Primary purpose:**

- Select athletes, including coxswains and coaches, according to agreed selection and nomination criteria.
- Nominate to the Board their recommendations for Oarsman and Oarswoman of the Year, Coxswain of the Year and Coaches of the Year at the conclusion of each season, in accordance with By Law 2.9.1 (b).
- Contribute to the development of selection procedures and policy for the sport of Rowing.

#### **Issues and challenges:**

- Ensuring a consistent approach to selection.
- Maintain effective communication with athletes, coaches, the Participation Manager and Competition Commission.

### **Qualifications and Experience**

The available SSP position should be filled with persons with recent experience in some of the following:

1. Rowing at an elite level either as an athlete, coach, or Boat Race Official.
2. Have the ability to assess Rowing performances at the State and National level.
3. Strong analytical skills.
4. Demonstrated ability to work on a committee and contribute to the strategic development of

policies for success at National competition.



### **Other Requirements**

- Attend meetings as required by the Chairman of the Competition Commission from time to time.
- Attend regattas and crew training sessions as required from time to time as requested by the Chair of the Competition Commission.
- Attend key events as identified by the selection requirements and any other training or competitions as deemed necessary for competent and complete assessment of potential squad and team members.

### **Skills and Personal Attributes**

- Ability to communicate effectively at all levels.
- Ability to work autonomously whilst being part of a team.
- Attention to detail.
- Highly articulate with excellent oral and written communication skills.
- Some computer literacy (word and excel would be expected)
- Willing to learn how to be accountable for their actions and prepared to justify decisions.
- Prepared to learn how to make decisions and be prepared to convey those decisions to the people affected as required.

### **Ethical Considerations**

- A member of the SSP should have qualities of integrity and ability to preserve confidentiality of the information that is conveyed to them both by individual athletes, coaches and other RNSW officials and team management.
- The State Selector must respect athletes, officials, administrators and other key contributors in the sport.
- A State Selector should have an open and approachable personality.
- The Chair in liaison with the CEO will deal with media issues and be responsible for representing the SSP at any appeals in relation to non-selection.

### **Conflict of Interest**

- It is essential that the position of a State Selector should be above any criticism of perceived or actual conflict of interest or bias.
- State Selectors should not be athletes or coaches with potential for selection, or coach of potential state level competitors.
- A declaration to this effect will be required and made at time of nomination.
- Any member of the SSP must notify the Chair and CEO of any potential Conflict of Interest at the commencement of any selection meeting or when a conflict is identified. The CEO will decide the appropriate course of action to maintain the integrity of the SSP. If a situation of permanent conflict of interest arises during the term of office, then the State Selector shall step down from the position.

Nominate [HERE](#)