

## MASTERS STATE TEAM SELECTOR – POSITION DESCRIPTION

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Date Effective: 21 December 2023

The Rowing New South Wales (RNSW) Crew Selection Panel determines the composition of NSW Masters State Team.

The Crew Selection Panel will consist of no less than two (2) selectors.

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

- Members of the Crew Selection Panel will be appointed by the RNSW Board for a period of 2 years, that **1 January 2024 to 1 January 2026**.
- 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.

### 2 THE ROLE

#### 2.1 Primary purpose

- Select athletes, including coxswains and coaches, according to agreed selection and nomination criteria.
- Contribute to the development of selection procedures and policy for the sport of Rowing.

#### 2.2 Issues and challenges

- Ensure a consistent approach to selection.
- Where necessary, maintain effective communication with athletes, coaches, the RNSW CEO, Participation Manager and Competition Commission.
- Adhere to timelines specified in the Event Requirements of Athletes and Coxswains document.

#### 2.3 Qualifications and Experience

Ideally but not mandatory, Selectors should have experience in the following:

1. Competitive racing as a rower, sculler, coxswain or coach.
2. An understanding of the relevant variables which are unique to masters rowing crew selection.
3. Have the ability and experience to assess Rowing performances at the Masters State level.
4. Strong analytical skills.
5. Demonstrated ability to work on a committee.

## 2.4 Other Requirements

- Attend meetings as requested by the Chair 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.

## 2.5 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).
- Be accountable for their actions and prepared to justify decisions.
- Make decisions and be prepared to convey those decisions to the people affected as required.

## 2.6 Ethical Considerations

- A member of the Crew Selection Panel 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.

## 2.7 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 Crew Selection Panel 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 Crew Selection Panel. 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](#).

## Version Control

Version	Author	Approval Date	Approved By	Review Date
1.0	M. Ashton- Garard			
1.2	S.J. Handley	21 Dec 2023	Competition Commission	Nov 2025