

Generic Coach Selection Criteria for 2016 International Competitions									
Criteria Release	December 2015								
Purpose	<p>This policy guides the selection of Coaches to New Zealand Teams. Coaches will be selected who have the skills to create an environment that enables swimmers to perform at their personal best on the world stage. This will include consideration of the coaches ability to;</p> <ul style="list-style-type: none"> • Build the swim team • Manage the final preparation of the athletes and the relationships with the swimmer's personal coaches. • Cooperate with Team Management <p>Note this policy does not apply for the nomination of coaches to for NZOC Selected Teams</p>								
Eligibility	<p>The following criteria will be taken into consideration when selecting coaches for NZ Teams, the coach should:</p> <ol style="list-style-type: none"> 1. Be an active coach, in New Zealand. 2. Be the "primary" coach of a swimmer selected for the Competition. 3. Be a registered member of both NZSCTA and Swimming New Zealand in good standing. 4. Be a minimum of Bronze certified (or equivalent). 5. Hold a valid passport current for 6 months after the scheduled return. 6. Hold a valid drivers' license. 7. Be available to fulfill the Team Commitments as outlined by SNZ prior to the competition. 								
Withdrawals	If an athlete withdraws from the team following the team announcement, the coach selection for that team may be reviewed.								
Team Commitments	<p>All coaches must:</p> <ol style="list-style-type: none"> 1. Comply with the provisions of their SNZ Staff Agreement at all times. 2. Agree to SNZ requirements regarding team preparation. 3. Make themselves available for all team activities as designated by SNZ. 								
Coach to Swimmer Numbers	<p>The number of coaches selected will vary depending on the level of event and the number of swimmers that qualify for the event. The following chart will guide the ultimate number of coaches selected per event.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Event</th> <th>Number of Coaches to be selected</th> </tr> </thead> <tbody> <tr> <td>Open Pinnacle Events</td> <td>1 coach for up to four swimmers</td> </tr> <tr> <td>Youth Pinnacle and Non-Pinnacle Open Events</td> <td>1 coach for up to six swimmers</td> </tr> <tr> <td>Age Group Events</td> <td>1 coach for up to eight swimmers</td> </tr> </tbody> </table>	Event	Number of Coaches to be selected	Open Pinnacle Events	1 coach for up to four swimmers	Youth Pinnacle and Non-Pinnacle Open Events	1 coach for up to six swimmers	Age Group Events	1 coach for up to eight swimmers
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Selection Considerations	<p>For Open Events the Coach selection will be based on;</p> <ol style="list-style-type: none"> A. The World Ranking of the swimmers of each available coach. B. The number of swimmers qualified that are coached by the available coach. C. The coach's prior experience and success as a coach of a New 								

	<p style="text-align: center;">Zealand Team</p> <p>For Youth Pinnacle and Age Group Events the Coach selection will be based on</p> <ol style="list-style-type: none"> A. The FINA points rankings of the swimmers of each available coach. B. If the situation arises where there is a tie on FINA Points the coach with the most swimmers on the team will be selected in the first instance followed by the tied coach on FINA Points. C. If there are more coaching positions available than eligible coaches or one of the coaches that fulfil the above criteria is not deemed suitable by SNZ for the appointment, SNZ may appoint a coach who may not meet every eligibility criteria.
Head/Lead Coach	<p>When there is more than one coach selected for a team, SNZ will appoint a Head/Lead Coach taking into consideration the following:</p> <ul style="list-style-type: none"> • The number of swimmers each coach has on the team • The ranking of each coaches swimmers on the team • The experience of coach and their ability to lead the other coaches.
Team Leader	<p>For each competition SNZ, may at its sole discretion, appoint a Team Leader who is not actively coaching swimmers.</p>
Notes	<ol style="list-style-type: none"> 1. SNZ may amend these selection criteria at any time in its sole discretion. 2. Any appeals must be made within one week of SNZ announcing the team. 3. World Ranking - refers to the World Ranking determined by inserting the selected swimmer's fastest time (Olympic Event only) at the Selection Event into the official FINA World Rankings list (Long Course/Short Course – Selection Event dependent) as at December 2015, based on two (2) athletes performances per nation excluding all New Zealand performances.
Approved & Date	<p>December 9th 2015</p>