

 BOWLS NORTH WEST	Controller CHIEF EXECUTIVE OFFICER	Effective 23 November 2024
	Approval BOARD	Review 30 September 2025

Selection Policy

1. Philosophy

- 1.1. The aim of Bowls North West (BNW) Selection Policy (hereafter 'the policy'), is to reflect the objective of our Vision Statement of 2024, attached as *Appendix 1*.
- 1.2. The policy objective is to guide our teams in encouraging a mixture of experienced mentoring roles and development players to represent BNW in achieving improvement in performance and etiquette in the game of Lawn Bowls in our region.

2. Application

- 2.1. The policy applies to the players, BNW officials and includes selectors, coaches, and team managers.
- 2.2. The policy remains in force until amended or revoked by BNW Board.
- 2.3. BNW may remove any player or BNW official who:
 - a. Breaches or fails to observe the Policy, the BNW Constitution or the regulations; or
 - b. By reason of illness or injury or behaviour is unable to perform to required standard; or
 - c. Brings BNW or the sport of bowls into disrepute or acts in a manner unbecoming or prejudicial to the interests of BNW, fellow players or the sport of lawn bowls in general.

3. BNW Selection Structure

- 3.1. Selection of Mentors shall be undertaken by the selector and coach, who will forward the names of mentors to the CEO for Board endorsement.
- 3.2. The mentors will review the nominated players, obtained by expression of interest or identified by BNW officials, and select a development squad - a mixture of experienced and developing players.
- 3.3. The mentors will review the performance following each SWC and make any changes necessary to achieve the objectives of the vision statement. Feedback to players will be provide where necessary to assist with their general development within the game of lawn bowls and the squad.

- 3.4. Where necessary the mentors may seek advice from the selector or coach or BNW State selector appointed by Bowls Tasmania.
- 3.5. The officials and mentors must:
 - a. Comply with BNW policies and directives,
 - b. Select teams as requested by BNW,
 - c. Advise and assist BNW Coach and Team manager as required, and
 - d. Be accountable to BNW through the CEO.

4. Selector, Coach and Team Manager

- 4.1. A position of selector, coach or team manager shall be open to any bowler registered with BNW and approved by the Board. The Board may elect to approve a non-playing person if the position cannot be filled.
- 4.2. The selector and coach will be appointed for a three-year period with one of those positions vacant each year on rotation to ensure the continuation of the selection procedure.
- 4.3. Expressions of interest for vacant positions will be called in April / May or June each year or as approved by BNW Board.
- 4.4. Selection Criteria for positions:
 - a. High level of communication skills,
 - b. High level of interpersonal and negotiation skills,
 - c. Personal integrity and good character,
 - d. Demonstrated experience at a high level,
 - e. Suitable qualifications.
- 4.5. Selector, Coach and Team Manager must:
 - a. Attend all panel meetings.
 - b. Attend trials and practice sessions, along with attendance at the SWC events.
 - c. Be familiar with the performances of current and potential squad members in National, State and Regional events.
 - d. Maintain confidentiality of the selection process.
 - e. Encourage the safety and respect for all member of the team.
- 4.6. Team managers, prior to the team participating in an event:
 - a. assist BNW with the administration, logistics of team travel and accommodation,

- b. distribution and collection of uniforms, and
 - c. have a full understanding of the itinerary and any other arrangements in communication with the CEO.
- 4.7. Team managers must work to ensure the unity, discipline and morale of the team are kept at a high level.

5. Mentors

- 5.1. Mentors can be playing or nonplaying members of the squad.
- 5.2. Selection Criteria for positions:
- a. high level of communication skills,
 - b. high level of interpersonal and negotiation skills,
 - c. personal integrity and good character,
 - d. demonstrated experience at a high level,
 - e. encourage the safety and respect for all member of the team.
- 5.3. Mentors will work together and act as joint team captains at all practices and events.

6. Player Selection

- 6.1. Eligibility for selection.
- 6.2. Players registered as members of BNW clubs and affiliated with Bowls Tasmania must be actively participating in BNW pennant roster to be eligible to be selected to represent BNW. In determining this criteria BNW may consider extenuating circumstances for why a player cannot be actively participating in that season and grant exemptions.
- 6.3. Selected representative players are subject to the following criteria.
- a. Ability to demonstrate current potential or ability for improvement,
 - b. Appropriate fitness including the ability to maintain appropriate fitness level,
 - c. Capacity to perform the team role required,
 - d. Willingness and compatibility to work with coaches, managers and other players.

7. BNW Squads

- 7.1. BNW Squads will be selected with up to 16 players and will be announced in November each year. The squad will remain in place until the end of the SWC at the end of the playing season, or for other events if applicable.

- 7.2. If there are withdrawals from the squad mentors may add players to the squad from any registered BNW member club.

8. Announcement of BNW Teams

- 8.1. Bowls North West will announce Bowls North West teams in the following manner:
- a. Selected Teams are to be sent to Bowls North West CEO and ratified before announcement to players
 - b. Players will be notified via email or sms
 - c. Bowls North West will make a public announcement of the selected teams after players have been notified
 - d. Players and officials are prohibited from making these teams public until after Bowls North West has conducted the official release

9. Squad / Team member Responsibilities

- 9.1. Selected players have the following obligations
- a. Consent to and comply with Bowls North West Player Code of Conduct.
 - b. Sign the Player and Indemnity Agreement form after it has been explained to them.
 - c. Comply with relevant Bowls Australia requirements such as ASADA online compliance.