

SOUTH AFRICAN ORIENTEERING FEDERATION

SELECTION POLICY



DEVELOPMENT - GROWTH - EXCELLENCE

1 OVERVIEW

The South African Orienteering Federation's (SAOF) selection policy consists of two elements, the general 'Selection Policy' and the season-specific 'Seasonal Policy'. The Seasonal Policy is revised and published annually with details relevant to particular competitions and training for the forthcoming season. This policy should be read in conjunction with 'Appendix 2: National Squads Definitions' and the SAOF's 'High Performance Strategic Plan' (HPSP).

The policy will be used for the following:

- Selection into one of the National Squads.
- Selection for competitions where athletes will represent the SAOF.
- Selection for National Squad training camps.

2 PURPOSE OF POLICY

The policy is intended to

- Provide athletes with a clear understanding of what is required of them to merit selection to national squads and subsequently, selection for training camps, tours and competitions where the athlete represents the SAOF.
- Provide the selectors with a clear understanding of the procedures they must follow.
- Provide objective criteria to assist the selectors in making difficult decisions.
- Define the National Squads, the selection criteria that govern them and the responsibilities and the benefits of being selected to a squad.
- Ensure that selection decisions are transparent and fair.
- Provide the procedure for appeals against selection or de-selection decisions.

3 OBJECTIVE OF POLICY

The objective of the policy is to give a structural framework to implementing the SAOF's HPSP in improving the performance of our elite orienteers on the international stage. In particular the policy aims to support the international development of athletes who show the ability to reach the high performance goals of the SAOF as set out in the HPSP, and those athletes who show strong indications of potential to do so in future seasons.

In support of this overall focus, specific selection objectives for individual competitions may be detailed in the Seasonal Policy for any particular year.

4 COMPETITIONS

The competitions, training camps and other events covered by this selection policy each year will be detailed in the Seasonal Policy, published annually. Any specific objectives for these competitions will also be published in the Seasonal Policy.

The Seasonal Policy should be published by 30 November of the preceding year at the latest.

5 SELECTION PROCESS

There will be two selection processes as follows:

- National Squads selection process.
- National Teams selection process.

These selection processes will involve a panel of five selectors, referred to as the Selection Committee. The selector roles will be filled by candidates with commitment towards high performance orienteering.

Suitable candidates will be expected to have a good understanding of elite international orienteering, the objectives of the HPSP and the Selection Policy. Appointments to the Selection Committee are made annually at the AGM as per the South African Orienteering Federation constitution.

The selectors are responsible for implementation of the selection policy, including making all selections in accordance with the published selection policy, recording all meetings, and communicating decisions.

The selectors are responsible for carrying out an annual review of the Selection Policy document, with the exception of the appeals process, and recommending changes for approval by the SAOF Management Committee. The selectors may also pass comments on the published appeals process to the Management Committee of the South African Orienteering Federation where they feel it is appropriate to do so.

Membership of the Selection Committee is given in APPENDIX 1: Contact Information.

6 SELECTION POLICY

6.1 General principles

- 6.1.1 The Selection Policy document (with the exception of section 8 'Appeals') is administered by the SAOF Selection Committee in consultation with the High Performance Manager and is responsible for approval of the policy and any future changes to it. Section 8

'Appeals' is administered by the SAOF Management Committee, and that Committee is responsible for approval, through the AGM, of that section and any future changes to it. This responsibility devolves to the Vice President Technical when no High Performance manager is appointed.

- 6.1.2 Any changes to policy will be communicated to all members of the South African National squads and the updated policy will be placed on the SAOF website.
- 6.1.3 Being a member of a South African national squad does not itself provide automatic selection for international competitions, training camps, or other events. Places at all such events are subject to the conditions documented in the Seasonal Policy.
- 6.1.4 National teams and tours may have a restricted number of places due to financial and logistical considerations.
- 6.1.5 Financial assistance to cover the costs of tours, competitions and training camps is not guaranteed. Squad members may be required to cover either part of or the full cost of such tours, camps and events. Where financial assistance is given by the SAOF, this may be variable between different squad members depending on available funds and High Performance benchmarks and selection policy. Athletes will be notified of such funding once budgets have been finalised as soon as possible at the start of each season.
- 6.1.6 National teams may not necessarily contain the full complement of athletes allowed in a competition. Factors such as availability and current ability of squad members and other selection principals may result in places remaining unfilled.
- 6.1.7 Any selection may contain some younger or less-experienced athletes who would benefit from the experience in their long-term development.
- 6.1.8 It may be possible with prior agreement for athletes to attend only part of a tour if that fits their personal circumstances.

6.2 **Scope of policy**

The policy will be used for the following:

- Selection into one of the National Squads.
- Selection for competitions to represent the SAOF.
- Selection for national squad training camps.

6.3 Eligibility of athletes

- 6.3.1 Athletes will only be considered for selection if they are current paid up members of a club affiliated to the SAOF.
- 6.3.2 To be considered for selection into the National Squads, all athletes must fulfil the eligibility criteria for the specific squad.
- 6.3.3 For selection to participate in any specific competition, athletes must meet any specific eligibility criteria of that competition.
- 6.3.4 Only athletes free from any doping ban will be considered for selection.

6.4 Availability for selection events

Selection events will be published in the Seasonal Policy. It is the sole responsibility of the individual athlete to make themselves available for selection events.

6.5 Selection criteria

The selection criteria for National Squads are documented in Appendix 2: National Squad Definitions.

The specific selection criteria for SAOF teams and tours will be published in the Seasonal Policy. This is likely to include performance in specific races and 'all known form' as well as requiring the discretion and judgment of the selectors, for example where clause 6.10 applies.

The primary areas that the selectors will take into consideration are, in order of importance:

- International performance record. (Past international performances and demonstrated ability to peak at international competitions, noting how recent such performances are).
- Demonstrated potential for high performance.
- Current form relative to other athletes (for instance results in selection races or through benchmarking performance).
- Current form relative to the individuals previous form (both technically and in terms of physical fitness).
- For repeat JWOC athletes', visible improvement in performance relative to benchmarks must be demonstrated.

The secondary areas that the selectors will take into consideration are:

- Fitness level (this may include specific indicators such as time trials, and in addition on occasion selection may be made subject to subsequent demonstration of fitness).
- Specific skills (e.g. past performances in relevant terrain).
- Commitment (means to assess this may include athlete's use of opportunities to improve when offered including attendance of training be it at a squad or appropriate club level, attendance of national, regional and club events, collective staff experiences of supporting the athlete, commitment to achieving the highest possible results).
- Fulfillment of their responsibilities as members of the national squads, be it present or past.
- Overall balance of the team (for instance a reserve may be selected for their ability to cover many disciplines within a team, or a team may need a suitable balance between 'consistent' and 'potential' athletes).
- All known form.

6.6 Selection process

The timings of selection announcements will be published in the Seasonal Policy. It is the responsibility of the selectors to meet sufficiently in advance of those dates in order to carry out the selection. Although remaining confidential, selection meetings will be minuted and in particular the rationale for any close decisions will be documented.

Where selection of any element of a team is deferred for any reason, the process for making the decision and the timing of the decision will both be communicated alongside the main selection announcement.

Selections will be determined by the selection committee by popular vote. A casting vote is held by the Selection Committee Chairperson when necessary. The Chairperson will inform the SAOF Executive Committee of any selections for ratification by the SAOF Executive Committee. The SAOF Executive Committee will then ensure publication of the results of the selection process.

Communication of selections to both non-selected and selected athletes will be carried out using the agreed communications approach for that specific occasion. This will be in writing, by email to selected athletes and by notification on group communication lists.

All teams will be published on the SAOF website.

Any appeals must be made according to the published appeals process (see section 8 below). The outcome of any appeal will be binding on all affected athletes as also described in section 8 below.

6.7 Pre-selection

The selectors may consider athletes with demonstrated high-level performance for pre-selection. Pre-selections will normally be for the team rather than for specific disciplines, and pre-selected athletes are not guaranteed a run in all disciplines.

6.8 De-selection

An athlete may be de-selected from a previously announced team if:

- 6.8.1 They are found to have contravened the rules of the SAOF or International Orienteering Federation.
- 6.8.2 They are found to have provided false information in their squad application form and/or when providing their time trial information.
- 6.8.3 They no longer meet the necessary criteria laid down in the Selection Policy.
- 6.8.4 They suffer illness or injury which the selectors believe will affect their level of performance to an unacceptable level.
- 6.8.5 Their selection is affected by the decision of an appeals hearing.

6.9 Feedback

Where an athlete or athlete's coach requires feedback on a selection decision, or on how the athlete's progress is viewed by the selectors and coaches, they should approach the Chairperson of the Selection Committee in the first instance.

In cases where a selection decision was close or marginal, the non-selected athlete(s) will normally receive feedback as part of the process surrounding announcement of the selected team.

6.10 Injury, Illness and Exceptional Circumstances

6.10.1 Selection races: athlete unavailability and underperformance

If an athlete with recent world class results unavoidably misses the selection races or underperforms at the selection races, but is otherwise known to be fully fit and in good form then the selectors have the right to make selections on the basis of those recent world class results.

6.10.2 Selection races: exceptional circumstances

Where a selection race is affected by exceptional circumstances that the selectors deem to impact its appropriateness for use as a selection race (for instance voiding, cancellation or bad weather), the selectors have the right to place increased weight on the other selection criteria.

6.10.3 Withdrawal through injury or illness

Where an athlete withdraws from a team through injury or illness, if there is a nominated reserve then the reserve will be invited to take that athlete's place wherever possible.

However, in circumstances where

- a) there is no nominated reserve, or
- b) the selectors believe that the nominated reserve will be unable to prepare properly for the competition in the time available (for instance a non-travelling reserve where an athlete withdraws on the day of competition),

the selectors may at their absolute discretion decide:

- c) not to fill the vacancy in the team, or
- d) fill the vacancy in the team with an available athlete who will be able to prepare properly in the time available (for instance, in short notice cases this may be an athlete already attending the competition).

6.11 Athlete results and other information

The selectors will be responsible for having relevant performance information for athletes from races held in South Africa, and for international competitions where athletes represent South Africa.

For competitions held abroad, it is the responsibility of athletes to ensure that the selection committee is aware of any results or other relevant information that they would like to have taken into account.

6.12 Reserves

The use of reserves will be published at the same time as the outcome of any selections. This will include whether reserves are expected to come from within the team or separately, and whether they will be travelling or non-travelling reserves.

6.13 Cancellation/postponement of selection races

Where any cancellation/postponement (or other similar problem) of a selection race arises, any changes to selection policy and/or selection races will be

communicated to athletes as soon as possible via a change to the season specific selection policy.

7 COMMUNICATION

- 7.1.1 The timetable for announcement of selection decisions will form part of the Seasonal Policy published each year.
- 7.1.2 The communication of selection decisions will be in writing, by email to selected athletes, via notification posted on group communication lists and by publication on the South African Orienteering Federation website.

8 APPEALS PROCEDURE

8.1 INTRODUCTION

- 8.1.1 This document sets out the South African Orienteering Federation's procedure for selection appeals concerning all National Team selection and de-selection decisions. This Procedure has been adopted for the 2010 season and will remain in place until superseded or amended by The South African Orienteering Federation.
- 8.1.2 Selections and any de-selections will take place in accordance with the published National Teams Selection Policy in force (the Selection Policy). Any athlete wishing to lodge an appeal under this Selection Appeals Procedure must be fully familiar with the detailed provisions of the Selection Policy.
- 8.1.3 This is intended to be an accelerated procedure to enable any challenge to be resolved as quickly as is reasonably possible, whilst still allowing a full investigation to be carried out. This use of an accelerated procedure is designed to avoid any difficulties when there is a short timescale between selection announcement and the event in question.
- 8.1.4 This is the only applicable appeals procedure and forms the entire agreement between each athlete and The South African Orienteering Federation (together the Parties) as to how National Team selection and de-selection decisions are to be challenged. The Parties agree to submit any dispute concerning any matter connected with or arising out of selection issues to binding arbitration as provided for by the provisions of this Selection Appeals Procedure. The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Procedure, or any decision made under this Procedure, before any court of law or other dispute resolution body. The Parties will treat all decisions under this Selection Appeals Procedure as final and binding upon them.
- 8.1.5 The Parties agree that this Selection Appeals Procedure supersedes and operates exclusively in relation to any other grievance or appeal procedure published by the South African Orienteering Federation for the benefit of its members generally. The athlete shall not by virtue of his or her membership of the South African Orienteering Federation have recourse to any other appeals or grievance or dispute resolution policy or procedure in respect of the selection decisions covered by this Procedure.

8.2 PARTIES

- 8.2.1 This Selection Appeals Procedure is binding on the South African Orienteering Federation and on each athlete who is seeking selection to any National Team of the South African Orienteering Federation.
- 8.2.2 A copy of this Selection Appeals Procedure will be made available to all athletes who are members of the South African Orienteering Federation National squads and any other athletes who aspire to become a member of those squads, and will be published on the South African Orienteering Federation website.

8.3 HOW TO APPEAL

- 8.3.1 This Appeals Procedure is commenced when an athlete affected by a National Team or National Squad selection or de-selection decision makes a formal written appeal (the Notice of Appeal) to the Chairman of the Selection Committee of the South African Orienteering Federation which is received within 5 working days of the selection being announced on the South African Orienteering Federation website (or if not announced on the website within 5 working days of the first announcement of the selection howsoever made). If the appealing athlete (the Appellant) fails to submit the Notice within the time limit set out in this Procedure he or she will have lost their right of Appeal under this Procedure, save in wholly exceptional circumstances which will be judged by the President of The South African Orienteering Federation in his absolute discretion.
- 8.3.2 The Notice of Appeal will set out the ground of the appeal and will include full details of the basis of the appeal including the precise manner in which the Appellant alleges that the selection criteria have not been followed. The Notice of Appeal should be as full as possible and will form the basis of the remainder of this Procedure.
- 8.3.3 If the Appellant believes that he or she may want to call witnesses in support of the appeal then the name(s) of those witnesses should be set out in the Notice of Appeal.
- 8.3.4 In cases of an appeal against a selection decision, the Appellant will be able to raise arguments not contained in the Notice of Appeal provided that they relate directly to matters which are referred to in the Notice of Appeal. Athletes should be aware however that they may be prohibited from raising wholly new arguments at the hearing about any matter which was not referred to in the Notice of Appeal.

8.4 GROUND OF APPEAL

- 8.4.1 The sole ground of appeal against the decision of any selection panel (a Selection Panel) will be that there has been a failure to follow the Selection Policy. This Selection Appeals Procedure is only provided on this limited ground and must not be seen as an opportunity to dispute the opinion of the Selection Panel where they have followed the proper procedure. In reaching their decision the Selection Panel are acting as experts and the [athletes] agree that in so doing the Selection Panel will exercise judgment and discretion which are not of themselves capable of challenge.
- 8.4.2 There are no appeals allowed against the content of the Selection Policy and therefore against the actions of the Selection Panel, provided that they follow the Selection Policy.

8.5 APPEALS PANEL

- 8.5.1 The Appeal Panel will consist of 3 people. The possible panel members must have some knowledge of international orienteering:

for example, former athletes, former selectors, or former members of the South African Orienteering Federation Management Committee or Selection Committee.

The Vice-President Technical of the South African Orienteering Federation Management Committee is responsible for constituting the Appeal Panel, including the appointment of the chair of the panel.

- 8.5.2 The Appeals Panel will not include anybody that was involved in any way in the original selection procedure, or any person related to or otherwise connected to them or the Appellant.
- 8.5.3 In the event that any member of the Appeals Panel has any involvement with or is related to an Appellant or any athlete who might be affected by the outcome of the Appeal, or is in any other way placed in a position of conflicting interests in respect of any appeal, he shall be disqualified from sitting on the Appeals Panel and will be replaced by an alternative candidate. It is also important that the Panel members are perceived by all parties as being independent. To this end it is recommended that the Vice-President Technical of the South African Orienteering Federation Management Committee discusses the names of possible members of the panel with the appellant and chairman of selectors when constituting the panel.

8.6 NOTIFICATION OF THE APPEAL HEARING AND RIGHT OF ATTENDANCE

- 8.6.1 As soon as reasonably practicable, and preferably within 10 working days of the receipt of the formal written appeal, the Appeals Panel shall convene a hearing (the Appeal Hearing). The Chairman of the Appeal Panel shall notify the Appellant of the time, date and place of the Appeal Hearing, and shall also notify the members of the relevant selection panel, and any other athlete who reasonably might be affected by a decision (a Third Party) to allow the Appeal, of the fact that an Appeals Panel has been convened. These people will be given a copy of the Notice of Appeal and a note of the time, date and place of the Appeal Hearing.
- 8.6.2 The Selection Panel and the Third Party will be entitled to appear before the Appeals Panel and will be given equal rights of representation as the Appellant.
- 8.6.3 The Appellant will be asked to pay to the South African Orienteering Federation a deposit of R250 and will be informed of the possible costs consequences should his or her appeal be rejected.
- 8.6.4 Until the appeal is decided, the South African Orienteering Federation will refrain from publishing any further details in relation to the selection which is the subject of the appeal; although the existing details will remain where originally published before the Notice of Appeal was received. The South African Orienteering Federation will be entitled to continue with the preparation of the selected team and will be under no obligation to support the preparation or training of the Appellant.
- 8.6.5 Any Third Party should understand that in the interest of fairness and efficiency it is likely that the Appeals Panel will be asked to consider the competing merits of arguments put forward by two or more athletes (including any Third Parties) on the question of the true construction or implementation of the Selection Policy. In such a situation, it is likely that the final decision of the Appeals Panel will determine the rights of all the affected athletes (including those of the Third Party) and any Third Party will be prohibited from raising again, by way of a separate or further appeal, matters which have already been decided upon by the Appeals Panel. The Third Party agrees that this rule will apply to him or her in respect of any complaint they may have which but for the rule would fall to be determined under this Procedure.

8.7 APPEAL HEARING

- 8.7.1 The Appeals Panel will be entitled to conduct the Appeal Hearing in such a way as they think fit, including based solely on written submissions where they believe this is appropriate.
- 8.7.2 Any party to the Appeal Hearing will be entitled to be accompanied by one other person. The Chair of the Appeals Panel must approve the attendance of any such accompanying person in advance of the Appeal Hearing.
- 8.7.3 The final decision of the Appeals Panel, including brief reasons for that decision, will normally be communicated to the Appellant and all other parties verbally on the same day as the Appeal Hearing, and will be confirmed in writing to the Parties within 5 working days of the Appeal Hearing. If there are circumstances preventing an immediate decision, the chairperson of the Appeals Panel will explain the reasons and indicate the earliest date by which he or she expects a decision to be reached.
- 8.7.4 The Appeal Panel will be entitled but not obliged to award costs against either the Appellant or, in exceptional cases only, the South African Orienteering Federation. In deciding whether to award costs, the Appeals Panel will have regard to the success or failure of the Appellant and the conduct of the Parties. Costs will be restricted to the reasonable expenses of the Appeals Panel members, and any costs associated with hiring a suitable venue for the Appeal Hearing. The South African Orienteering Federation will act reasonably in seeking to keep all these costs to a minimum. The Appeals Panel may in its discretion order the refund of the deposit paid by the Appellant.

8.8 REMEDIES

- 8.8.1 The Appeals Panel will be entitled to rescind the decision of the Selection Panel and confirm the selection of the Appellant only in clear cases where the Selection Policy has not been followed and it is plain that, had the Selection Policy been followed, the Appellant would have been selected.
- 8.8.2 The Appeals Panel shall be entitled to confirm the decision of the Selection Panel and reject the Appeal.
- 8.8.3 The Appeals Panel may also quash the selection decision and remit the matter back to the Selection Panel identifying the errors they have identified in the conduct of the selection process.

8.9 COMMUNICATIONS AND NOTICES

- 8.9.1 Any Notice of Appeal must be sent by registered post to the President of the South African Orienteering Federation to arrive within the timescales specified in section 8.3.1. The necessary contact details are provided in Appendix 4. An alternative method of providing any Notice of Appeal within the timescales specified in section 8.3.1 may be accepted if such method is specifically agreed with the President of the South African Orienteering Federation.

8.10 MINOR AND NON-CONSEQUENTIAL BREACHES OF THIS PROCEDURE

- 8.10.1 Save that the time limit for commencing this Procedure by the Appellant shall be strictly enforced; where any Party deviates from any requirement of this Procedure it shall not invalidate the Procedure or the decision of the Appeals Panel, unless there is a clear and significant risk that the deviation has affected the decision of the Appeals Panel.

8.11 CONFIDENTIALITY OF PROCEEDINGS AND PUBLICATION OF DECISION

- 8.11.1 The South African Orienteering Federation, the Appellant and any Third Party are under an obligation of confidentiality in respect of any appeal under this Procedure. Save as permitted under this Selection Appeals Procedure, none of these Parties will make any public statement or disclosure of the contents of the Notice of Appeal, or any other matter referred to by any of the Parties during the course of an appeal.
- 8.11.2 The South African Orienteering Federation will be entitled to publish the decision of the Appeal Panel where it upholds the appeal (or any element of it) in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting position as to selection.

8.12 AMENDMENTS TO THIS PROCEDURE

- 8.12.1 The South African Orienteering Federation will be entitled to amend this Procedure from time to time and such amendments will take effect from the first date of publication of the complete amended procedure on the South African Orienteering Federation website.

APPENDIX 1: CONTACT INFORMATION

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South African Orienteering Federation Selection Committee 2019/2020

Margaret Archibald

Elaine O'Connell

Timothy Chambers

Carl Holmes

Nicholas Mulder - Chairperson

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Date: 17 October 2019

APPENDIX 2: NATIONAL SQUADS - DEFINITIONS

- 1.1. This appendix forms part of the SAOF Selection Policy document. This appendix covers the definition of the various National Squads, as well as the selection criteria, the benefits to be expected and the conditions of squad membership.
- 1.2. Athletes interested in being members of the National Senior and Junior Squads will be required to apply for squad membership at the beginning of each season. These application forms will be made available via email to the previous year's squad and on the SAOF website. Interested athletes will be required to give justification for selection, indicate interest and request selection for specific competitions and tours, provide further information on their abilities and goals and further agree to abide by the SAOF code of conduct and anti-doping policy.
- 1.3. National Youth Squad membership will be extended automatically to suitable athletes at the discretion of the selection committee. No application process is required.
- 1.4. Orienteers selected for any of the National Squads must confirm with the Chairperson of the Selection Committee their acceptance of membership. In the event of non-acceptance, the Selection Committee may nominate replacements.
- 1.5. Selection of Teams for elite international events and training camps will take place from within the National Senior, Junior and Youth squads by the Selection Committee, according to the Selection Policy.
- 1.6. Squads are selected once per annum, generally by the end of December. However, additional athletes may be added to the *Youth* and *Development* squads during the year, at the discretion of the selection committee.
- 1.7. SAOF's current high-performance goals are documented in the High Performance Strategic Plan for the year under consideration. This is available on the www.orienteeing.co.za website.
- 1.8. The SAOF policy regarding squad training is that squad training will be exclusively for Squad Members unless the Coach and the Selection Committee agree to allow non-members to participate.

1.9. Further details and explanations for each point may appear in the relevant footnotes for each National Squad.

1.10. International MTB-O, Ski-O and Trail-O Competitions:

Any South African athlete who is a member of a SAOF club may apply to the Selection Committee to participate in any competitions in these disciplines where they will be representing the SAOF. The Selection Committee will consider such requests on a case by case basis, determining if selection is in the best interest of the SAOF and the competitor. Selection to represent South Africa and participate in a World Championship in any of these disciplines is not, at the date of this document, yet possible.

NATIONAL SENIOR SQUAD

1. Purpose

- 1.1. This is the elite senior squad from which any senior teams to represent the SAOF internationally will be selected, e.g. WOC, World Cup, World Games, etc.
- 1.2. The Squad will consist of athletes who have been identified as being able to help the SAOF reach its current high-performance goals, as documented in the 'High Performance Strategic Plan'.

2. Eligibility

- 2.1. Membership of this squad is open to all orienteers registered with clubs affiliated to the SAOF.
- 2.2. There are no age restrictions providing the athlete meets the selection criteria and fulfils the conditions.
- 2.3. In order to qualify for selection to a team to represent South Africa internationally, the athlete must be an RSA passport holder¹.

3. Selection Criteria

- 3.1. Selection will be based on performance in the elite classes (M21 & W21) at World Ranking Events, regional and national championships and level of physical fitness.
- 3.2. The Selection Committee will consider current form in local calendar events (e.g. colour-coded and sprint series).
- 3.3. All known form, which will be assessed inter alia based on the athlete's form (both technically and in terms of physical fitness) relative to certain benchmarks. Those benchmarks will involve an assessment relative to both other athletes and to that specific athletes' previous form.
- 3.4. Additional information provided by the athlete in the application process to justify their selection
- 3.5. Commitment to orienteering (means to assess this may include athlete's use of opportunities to improve when offered including attendance of training be it at a squad or appropriate club level, attendance of national,

¹ This is as per point 20, i.e. *Nationality requirements* of the SRSA's (Sport and Recreation South Africa) National Colours policy

regional and club events, collective staff experiences of supporting the athlete, commitment to achieving the highest possible results).

- 3.6. Fulfilment of their responsibilities as a member of one of the national squads, be it present or past.

4. Benefits

Subject to appropriate levels of funding², members of this squad can expect:

- 4.1. Access to regional and national training camps,
- 4.2. Access to national & international level coaching,
- 4.3. Access to evaluation programs (e.g. high performance institute),
- 4.4. Access to tailor-made fitness training advice (e.g. through qualified coaches), subject to availability of coaching resources.
- 4.5. To be eligible for selection to attend elite international events as a representative of the SAOF, such as WOC, World Cup races, World Games, and official training camps³.

5. Conditions / Athlete Responsibilities

Athletes that are selected to be part of the National Senior Squad will be expected to:

² Currently the SAOF receives the majority of its funding for High Performance via a grant from Sport & Recreation South Africa.

³ Selection for national representation at international events is a separate process documented in the SAOF's Seasonal Policy.

- 5.1. Demonstrate a professional approach to competition and training throughout the year.
- 5.2. Participate in squad training as far as possible, and to give priority to such training over other activities (>80% attendance).
- 5.3. Compete in the elite class of their regional and national championships.
- 5.4. Participate in club events (including training if available and at an appropriate level) and specifically those within their chosen discipline.
- 5.5. Maintain a level of fitness appropriate for elite orienteering.
- 5.6. Participate in periodic 3000m time trials.
- 5.7. Contribute to development of others through discussion or by providing drawn routes of selected events (and commentary).
- 5.8. Provide assistance in delivering training events, as and when requested by the National Coach.
- 5.9. Athletes will be expected to abide by SAOF's anti-doping policy (see SAOF website <https://www.orienteering.co.za/policies/anti-doping/>)
- 5.10. Athletes will be expected to abide by the SAOF's code of conduct (see SAOF website <https://www.orienteering.co.za/policies/>)
- 5.11 If selected for the World Orienteering Championships or World Cup Races, athletes will be expected to organise their own IOF Athlete License.

NATIONAL JUNIOR SQUAD

1. Purpose

- 1.1. This is the squad from which the JWOC team is selected, and comprises athletes that have performed at a level that warrants selection to represent the SAOF at junior level within the next 2 years.
- 1.2. Identify and Develop athletes with World Class Potential with the aim to achieve our high-performance targets.
- 1.3. Inspire and motivate athletes to be World Class.
- 1.4. Provide athletes with elite potential with the necessary advice, support, personal development opportunities and competition experiences to develop into future WOC high-performers.

2. Eligibility

- 2.1. Membership of this squad is open to all orienteers registered with clubs affiliated to the SAOF.
- 2.2. Athletes in the M/W17 to M/W20 classes are eligible. Exceptional talent at a younger age may also be recognized by selection.
- 2.3. In order to qualify for selection to a team to represent the SAOF internationally, the athlete must be a RSA passport holder⁴.

3. Selection Criteria

- 3.1. Selection will be based on performance in age category (or higher) classes at World Ranking Events, regional and national championships.
- 3.2. Selection may also be based on the potential to develop into high performing senior squad orienteers⁵.
- 3.3. Selection may also be based on the potential to perform at the junior level⁶.
- 3.4. Selection for a second/subsequent JWOC team will only be warranted if there is visible improvement in performance relative to benchmarks (both technically and in terms of physical fitness).
- 3.5. The Selection Committee will consider current form in local calendar events.

- 3.6. All known form, which will be assessed based on, inter alia, the athlete's form (both technically and in terms of physical fitness) relative to certain benchmarks. Those benchmarks will involve an assessment relative to both other athletes and to that specific athletes' previous form.
- 3.7. Additional information provided by the athlete in the application process to justify their selection.
- 3.8. Commitment to orienteering (means to assess this may include athlete's use of opportunities to improve when offered including attendance of training be it at a squad or appropriate club level, attendance of national, regional and club events, collective staff experiences of supporting the athlete, commitment to achieving the highest possible results.)
- 3.9. Fulfilment of their responsibilities as a member of one of the national squads, be it present or past.

4. Benefits

Subject to appropriate levels of funding⁷, members of this squad can expect:

- 4.1. Access to regional and national training camps,
- 4.2. Access to training events,
- 4.3. Access to national & international level coaching,
- 4.4. Access to evaluation programs (e.g. high performance institute),
- 4.5. Access to tailor-made fitness training advice (e.g. through qualified coaches),
- 4.6. To be eligible for selection to attend elite international events as a representative of the SAOF. e.g. JWOC and official training camps⁸.

5. Conditions / Athlete Responsibilities

Athletes that are selected to be part of the National Junior Squad will be expected to:

⁴ This is as per point 20, i.e. *Nationality requirements* of the SRSA's (Sport and Recreation South Africa) National Colours policy

⁵ The Selection Committee may consult the relevant national coach in forming such opinions

⁶ The Selection Committee may consult the relevant national coach in forming such opinions

⁷ Currently the SAOF receives the majority of its funding for High Performance via a grant from Sport & Recreation South Africa.

⁸ Selection for national representation at international events is a separate process documented in the SAOF's Seasonal Policy

- 5.1. Demonstrate a professional approach to competition and training throughout the year⁹.
- 5.2. Participate in squad training as far as possible, and to give priority to such training over other activities (>80% attendance)⁹
- 5.3. Compete in their age classes (or higher) in their regional and national championships.
- 5.4. Participate in club events (including training if available and at an appropriate level) and specifically those within their chosen discipline.
- 5.5. Maintain fitness levels appropriate for elite orienteering at junior level.
- 5.6. Participate in periodic 3000m time trials.
- 5.7. Contribute to development of others through discussion or by providing drawn routes of selected events (and commentary).
- 5.8. Athletes will be expected to abide by SAOF's anti-doping policy (see SAOF website <https://www.orienteering.co.za/policies/anti-doping/>).
- 5.9. Athletes will be expected to abide by the SAOF's code of conduct (see SAOF website <https://www.orienteering.co.za/policies/>).

⁹ This may be at the discretion of the Selection Committee in consultation with the National Junior Coach.

NATIONAL YOUTH SQUAD

1. Purpose

- 1.1. Identify and Develop athletes with potential to perform at JWOC level, with the aim to achieve our high-performance targets.
- 1.2. Inspire and motivate athletes to be high-performers, and develop them toward future inclusion in the junior squad.
- 1.3. Provide athletes with elite potential with the necessary advice, support, personal development opportunities and competition experiences to develop into future JWOC high-performers.

2. Eligibility

- 2.1. Membership of this squad is open to all orienteers registered with clubs affiliated to the SAOF.
- 2.2. Athletes in the M/W13 to M/W20 classes are eligible. Exceptional talent at a younger age may also be recognized by selection.
- 2.3. In order to qualify for selection to a team to represent the SAOF internationally, the athlete must be a RSA passport holder¹⁰.

3. Selection Criteria

- 3.1. Selection will be based on performance in age category (or higher) classes at World Ranking Events, regional and national championships.
- 3.2. Selection may also be based on the potential to develop into high performing junior and senior squad orienteers¹¹.
- 3.3. Selection may also be based on the potential to perform at the youth level.
- 3.4. The Selection Committee will consider current form in local calendar events relative to both their peers and other benchmark athletes.
- 3.5. Commitment to orienteering (means to assess this may include athlete's use of opportunities to improve when offered including attendance of training be it at a squad or appropriate club level, attendance of national,

¹⁰ This is as per point 20, i.e. *Nationality requirements* of the SRSA's (Sport and Recreation South Africa) National Colours policy

¹¹ The Selection Committee may consult the relevant national coach in forming such opinions

regional and club events, collective staff experiences of supporting the athlete).

3.6. Fulfilment of their responsibilities as a member of one of the national squads, be it present or past.

4. Benefits

Subject to appropriate levels of funding¹², members of this squad can expect:

- 4.1. Access to regional and national training camps,
- 4.2. Access to training events,
- 4.3. Access to national & international level coaching,
- 4.4. Access to evaluation programs (e.g. high performance institute),
- 4.5. Access to tailor-made fitness training advice (e.g. through qualified coaches),
- 4.6. To be eligible for selection to attend elite international events as a representative of the SAOF, e.g. European Youth Championships (EYOC) and official SAOF training camps¹³.

5. Conditions / Athlete Responsibilities

Athletes that are selected to be part of the National Youth Squad will be expected to:

¹² Currently the SAOF receives the majority of its funding for High Performance via a grant from Sport & Recreation South Africa.

¹³ Selection for national representation at international events is a separate process documented in the SAOF's Selection Policy

- 5.1. Demonstrate a professional approach to competition and training throughout the year¹⁴.
- 5.2. Participate in squad training as far as possible, and to give priority to such training over other activities (>80% attendance).
- 5.3. Compete in their age classes (or higher) in their regional and national championships.
- 5.4. Participate in club events (including training if available and at an appropriate level) and specifically those within their chosen discipline.
- 5.5. Participate in periodic 3000m time trials.
- 5.6. Demonstrate dedication to improve fitness and navigation skills.
- 5.7. Contribute to development of others through discussion or by providing drawn routes of selected events (and commentary).
- 5.8. Athletes will be expected to abide by SAOF's anti-doping policy (see SAOF website <https://www.orienteering.co.za/policies/anti-doping/>).
- 5.9. Athletes will be expected to abide by the SAOF's code of conduct (see SAOF website <https://www.orienteering.co.za/policies/>).

¹⁴ This may be at the discretion of the Selection Committee in consultation with the National Youth Coach.

NATIONAL DEVELOPMENT SQUAD

1. Purpose

- 1.1. To serve as a mechanism to ensure talented PDI¹⁵ orienteers experience championship events, i.e. Regional Champs and SA Champs¹⁶.
- 1.2. To provide talented PDI orienteers with training opportunities to help them make the transition to either the Junior or Senior national squad.

2. Eligibility

- 2.1. Membership of this squad is open to all PDI orienteers registered with clubs affiliated to the SAOF¹⁷.
- 2.2. Athletes in the M/W13 to M/W20 and the M/W21 classes are eligible.
- 2.3. Athletes can be simultaneously a member of this squad as well as either the Youth, Junior or Senior National Squads.
- 2.4. In order to qualify for selection to a team to represent the SAOF internationally, members of this squad need to be simultaneously members of the Youth, Junior or Senior squad.

3. Selection Criteria

- 3.1. Selection will be based on potential to develop into high performing Junior squad and/or Senior squad orienteers¹⁸.
- 3.2. Commitment to orienteering (means to assess this may include athlete's use of opportunities to improve when offered including attendance of training be it at a squad or appropriate club level, attendance of national, regional and club events, collective staff experiences of supporting the athlete.)
- 3.3. Fulfilment of their responsibilities as a member of one of the national squads, be it present or past.
- 3.4. Subsequent/ ongoing selection for the national development squad will only be warranted if there is visible improvement in performance relative to benchmarks (both technically and in terms of physical fitness). Those

¹⁵ Previously Disadvantaged Individual – Sport & Recreation South Africa (SRSA) terminology.

¹⁶ Clubs are encouraged to assist PDI members to attend local (including regional) events.

¹⁷ Clubs are encouraged to sign up as members PDI athletes identified in the Talent Identification areas, i.e. Schools Leagues, Scouts, etc. Funding through Development channels of the SAOF can be sought in this regard.

¹⁸ Note that clubs are to be encouraged to nominate individuals to be included in this squad

benchmarks will involve an assessment relative to both other athletes and to that specific athletes' previous form

Additional Selection criteria will include:

- 3.5. Proven athletic ability,
- 3.6. Good performances at schools league,
- 3.7. Good performances at local league events.

4. Benefits

- 4.1. Access to funding to attend Regional and National championship events¹⁹,
- 4.2. Access to funding to attend Regional and National training camps²⁰,
- 4.3. Access to Orienteering equipment, e.g. compass, etc.
- 4.4. Access to regional and national training camps,
- 4.5. Access to local training events,
- 4.6. Access to national & international level coaching,
- 4.7. Access to evaluation programs (e.g. high performance institute),
- 4.8. Access to tailor-made fitness training advice (e.g. through qualified coaches)

As it relates to funding (points 4.1 to 4.3) it must be noted that there is a limited pool of funds available for development squad members every year. As such it might not be possible to obtain funding for every request.

For planning purposes development squad members are requested to submit their intended/proposed event and /or training camp attendance requests to the selection committee as early as possible and by February of the year in question. This will allow for proper planning and so as to ensure a fair

¹⁹ This will include entry fees, reasonable travel costs, accommodation and meal costs. The athlete belongs is required to make the necessary logistical arrangements and submit a refund request directly to the SAOF who may then consult with the Selection Committee.

²⁰ This will include reasonable travel costs, accommodation and meal costs. The athlete is required to make the necessary logistical arrangements and submit a refund request directly to the SAOF who may then consult with the Selection Committee.

distribution of funds. Funding requests may still be made after this date but there is no guarantee that funding will still be available.

5. Conditions / Athlete Responsibilities

- 5.1. Demonstrate a commitment to orienteering and an eagerness to learn (by competing regularly and a willingness to discuss and analyse routes),
- 5.2. Participate in squad training, and to give priority to such training over other activities (>80% attendance),
- 5.3. Compete in their age classes of their regional and national championships.
- 5.4. Participate in club events (including training if available and at an appropriate level) and specifically those within their chosen discipline.
- 5.5. Demonstrate dedication to improve fitness and navigation skills.
- 5.6. Participate in periodic 3000m time trials.
- 5.7. Athletes will be expected to abide by SAOF's anti-doping policy (see SAOF website <https://www.orienteering.co.za/policies/anti-doping/>),
- 5.8. Athletes will be expected to abide by the SAOF's code of conduct (see SAOF website <https://www.orienteering.co.za/policies/>).