

Leeds Triathlon Centre

Leeds Triathlon Centre Squad Selection Process 2018-2019

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Leeds Triathlon Centre Background

The Leeds Triathlon Centre is based at the Brownlee Centre, Leeds. The centre is a partnership between British Triathlon Federation, University of Leeds, Leeds Beckett University and Leeds City Council.

The vision of the Leeds Triathlon Centre is:

'To create a world leading triathlon environment that inspires and develops people who realise their potential'

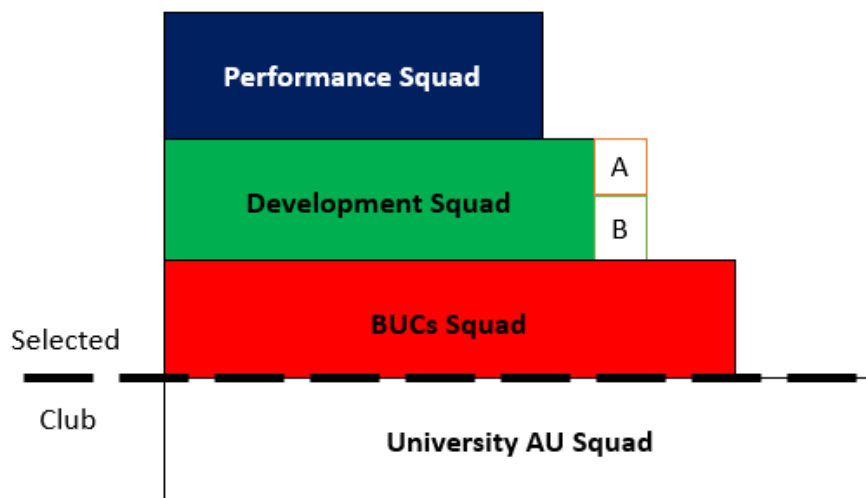
The LTC is built around the following five key principles that guide its operation:

LEEDS TRIATHLON CENTRE How we do things around here...

- We prepare athletes with the life skills to thrive after leaving the centre
- We forge an independent, hard working, triathlon community
- We cultivate a world leading triathlon training environment
- We inspire athletes to believe they can realise their potential
- We continually strive for world leading coaching and athlete support

LTC Squads Structure and Target Audience

The centre is made up of the following squads and training groups:



Each squad has a specific purpose and is aimed at athletes of a specific performance level.

Squad:		Who's it for:	Indicative Performance Standards*:
Performance		Triathletes performing at Elite level or athletes who are essential to enhancing a world class environment for elite triathletes	BTF Funded Athletes Top 10 2018 World Cup Top 5 2018 European Cup Top 10 2018 World U23 Top 5 2018 European U23
Development	A	Triathletes with identified potential to progress to Performance Squad in the next 12 months;	BTF Funded Athletes Top 5 2018 Junior European Cup Top 10 2018 World Junior Top 5 2018 European Junior
	B	Triathletes performing internationally and/or targeting medals at domestic and BUCs events	Podium at the FISU World University Championships Racing at French Grand Prix, Senior European/World Cups. Selected for Junior European Cups Top 10 at BUCS events Regular Top 10 Super Series Results
BUCS Squad		Athletes targeting BUCs events individually or as part of the teams	Racing at French Grand Prix Div 1/2 Racing at BUCS events Regular Super Series racing
Triathlon AU Club (Non-selective)		Everyone looking to train or race in the sport	NA

*Indicative Performance Standards are only a guide **not** criteria.

Leeds Triathlon Centre Selection Process

This document outlines the process for the assessment of athletes for the different squads within the Leeds Triathlon Centre (LTC).

The objectives of this selection process are to outline:

- The standards of performance required to be considered for Leeds Triathlon Centre
And
- To select athletes to the appropriate Leeds Triathlon Centre squad

There is a seven-stage process and timeline that will be applied to select athletes to the 2018-19 Leeds Triathlon Centre Squads:

1. Athlete Eligibility
2. Pre-Qualification
3. Application and Trials

4. Evaluation of the Athlete's Squad Suitability
5. Selection and Invitation
6. Appeals
7. Squad Review Process

This process will be overseen by the LTC Selection Committee. The Selection Committee members are:

- Chairman: Nick Scott (LTC Interim Director)
- Ian Mitchell (Coach)
- Liam O'Neil (Coach)
- Sinan Osman (Coach)
- Alan Copland (Triathlon Development Officer)
- Independent Representative (Non-Voting)

All selection decisions are the collective responsibility of the committee.

The indicative squad sizes and makeup is outlined below:

Squad	Indicative Size	Makeup
Performance	14	Athletes by standard
Development A	Up to 6	Athletes by standard
Development A and B (combined)	16	Aim for 50/50 split
BUCs	20	Aim for 50/50 split

Glossary of Terms:

BUCS - British University and College Sport Squad

BTF - British Triathlon Federation

Performance Potential - Selection Committee have identified potential to progress to BTF funding within 2 years

Development A - Subset of Development squad with identified potential to progress to Performance Squad within 12 months.

Pre-Qualification - automatic membership of the Centre without need to complete trials

Selection - placing applicants to the centre into appropriate squads for ability level and squad dynamic

2018 - 2019 Selection Process

1. Athlete Eligibility:

Eligibility for the Leeds Triathlon Centre squads is defined in the table below:

Squad	Eligibility*
Performance	BTF Funded Athlete Training Environment Enhancer (TEE) Any Other Athletes with Performance Potential
Development A	BTF Funded Athlete Current University of Leeds Student Current Leeds Beckett University Student Any Other Athletes with Performance Potential
Development B	BTF Funded Athlete Current University of Leeds Student Current Leeds Beckett University Student
BUCS	Current University of Leeds Student Current Leeds Beckett University Student

*Eligible athletes defined in Appendix 2

2. Pre-Qualification:

Athletes who achieve the below pre-qualification criteria will gain automatic selection to either the LTC Performance Squad or Development Squad. As such they will not be required to complete the remaining steps of squad selection.

The pre-qualification criteria are:

- World Class Programme Funded Athlete or TEE

Or any one or more of the below performance results

- Top 10 Result in 2018 World Cup
- Top 5 Result in 2018 European Cup (Senior Only)
- Top 3 Result in 2017 or 2018 World or European U23
- Top 3 Result in 2017 or 2018 World or European Juniors

3. Application and Trials:

Any athletes wishing to be considered for membership of the centre who have not already pre-qualified must complete an entry form and complete the Leeds Triathlon Centre Trials. Athletes pre-qualified must confirm their personal details with the LTC administrator.

The application form will be available from the Leeds Triathlon Centre website.

The LTC trials will form part of the Leeds Triathlon Varsity event on the 3rd October 2018.

The trials event will consist of:

- Pool Swim - 400m (Times to drive handicap below)
- Handicapped Start Bike to Run - 10km Bike to 2.5km Run

Results from the trials will be considered as part of the criteria for squad selection as indicated in stage 4.

4. Selection of Athletes to LTC Squads

Athletes will be selected to the squad most suited to their current ability and future potential.

Applicants may be asked to attend an informal interview with the coaches to support their application and help selectors to make informed choices.

The LTC Selection Committee will meet to select the 2018 LTC Performance, Development A, Development B and BUCS squads. The nomination committee will consider all applicants against the following criteria:

- Performances at 2018 International Events
- Performances at 2018 Domestic Events
- Performance at 2018 Leeds Triathlon Varsity and Trials
- Quality of field of all race results
- Goals and Aspirations
- Future Potential
- Training History
- Attitude and behaviours observed
- Aspirational Gender Balance
- Attendance

The indicative squad size will be:

- Performance: 14
- Development (A and B): 16 (aspirational 50/50 gender split)
- BUCs: 20 (aspirational 50/50 gender split)

The selectors reserve the right to select less than the above if they believe applicants do not meet the standards required to make an effective training group within a given squad.

5. Selection and Invitation

The selection committee will meet in the week beginning 8th October 2018 to select the LTC Squads for the 2018-19 Season.

All applicants will be notified, by email, of the outcome of their application by the 12th October 2018.

Successful applicants will then be invited to accept their place in the Leeds Triathlon Centre and accept the athlete agreement.

LTC squad lists will then be published on the website following acceptance of squad positions and no sooner than 2 weeks after selections are made.

6. Appeals

An athlete may appeal against a selection decision only on the grounds that:

- There has been a failure to apply the applicable selection criteria; and/or
- There has been a failure to adhere to the procedure set out in the selection policy

An athlete does not have a right of appeal against any judgement or discretion exercised in the course of making selection decisions, or against the content of the applicable selection criteria.

Appeals can be accepted up to 1 week after athletes are informed of selection decisions.

The LTC appeals policy can be requested from the LTC administrator.

7. Squad Review Process

Squad members may be deselected throughout the year against the following criteria:

- Attendance at sessions
- Delivery against to agreed athlete plan
- Attitude and behaviours

The process for squad review would include the following steps:

1. Athlete and coach meet share concerns and set expectations (Expectations and actions captured)
2. Review progress at 2 weeks (expectations and actions reviewed)
3. Deselect if no progress
4. Committee to select replacement athlete based on the criteria in point 4.

Appendix 1: Leeds Triathlon Centre Selection Process Summary

Step 1: Athlete Eligibility

Check you are eligible for membership of the Leeds Triathlon Centre

Step 2: Pre-Qualification

Athletes who achieve certain criteria are automatically selected to the centre without completing the remainder of the process.

Step 3: Application

All athletes not Pre-Qualified must complete an application form to be considered for selection. Available from centre administrator.

Step 4: Trials and Interview

The Triathlon Varsity event and Centre Trials will be held on the 3rd October.

Following this the trials selected applicants will be invited for interview

Step 5: Selection and Invitation

Selection Committee will meet to select applicants to squads based on selection criteria. Athletes will then be invited to join the Leeds Triathlon Centre.

Unsuccessful applicants will be informed of decision and feedback offered.

Appendix 2: Athlete Eligibility

Definition of different eligible groups as referenced in Selection Policy:

1. BTF Funded Athlete:

Athlete currently active and named to the BTF Performance Programme

2. Current University of Leeds Student:

Any student enrolled for the current year within the University of Leeds

3. Current Leeds Beckett University Student:

Any student enrolled for the current year within the Leeds Beckett University

4. Any Other Athletes with Performance Potential

Any athlete identified by the Leeds Triathlon Centre Selection Committee with the potential to progress to the Performance Squad

Or

BTF funded athletes from removed from funding the previous year.