

CLIMBING NEW ZEALAND

NATIONAL TEAM SELECTION POLICY



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1. Scope

1.1 The scope of this Policy is to identify New Zealand competition climbers who are on a pathway of success and support their development and progression within the Sport. This Policy is to be used to select Climbing New Zealand (CNZ) National Team members to the following squads:

OPEN

16 years of age and older

- **NZ National Squad**
 - Athletes Selected for the NZ National Squad have priority selection in all IFSC events including World Cups, World Championship, Oceania Championship
- **NZ Development Squad**
 - Athletes Selected for the NZ Development Squad have the potential of being selected to represent NZ at IFSC World Cups, World Championship and Oceania Championship and may also represent NZ at Australian and New Caledonian events.

YOUTH

Under 20 years of age

- **NZ Youth Squad - 14-19 years of age**
 - Athletes Selected for the NZ Youth Squad have priority selection for the IFSC Youth World Championship (YWCH), Oceania Championship
- **NZ Youth Talent Squad - 12-18 years of age**
 - Athletes Selected for the NZ Talent Squad have the potential to represent NZ at YWCH Talent Squad athletes may also represent NZ at Oceania Championship, Australian and New Caledonian events

PARACLIMBING

Athletes with an Eligible Classification of Disability.

- **NZ ParaClimbing Squad**
 - Athletes Selected to the NZ ParaClimbing Squad have qualified to represent NZ at the IFSC ParaClimbing World Championship (PWCH)

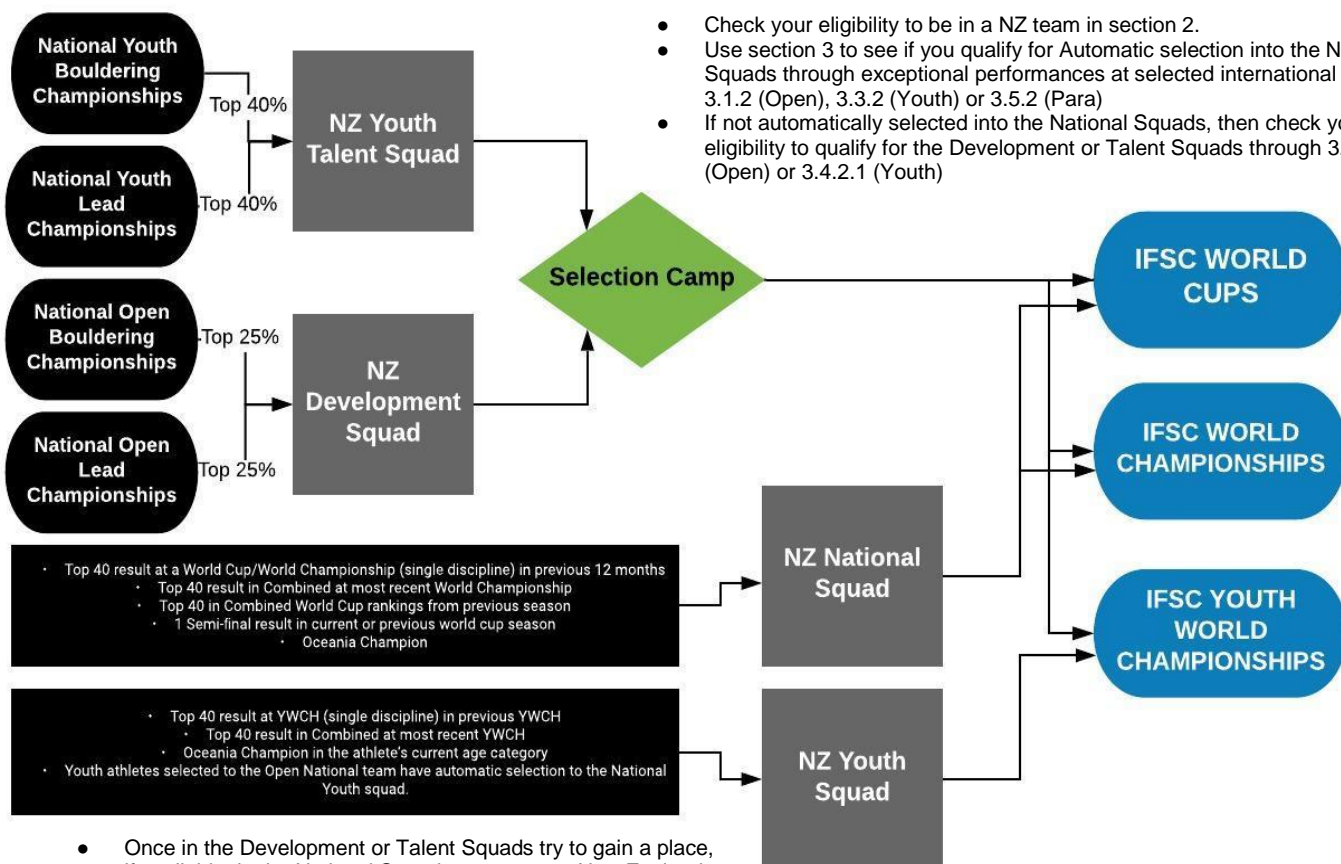
- 1.1.1** This Policy is aligned with High Performance Sport NZ and Sport NZ high performance strategies.
- 1.1.2** This Policy comes into effect from the date of ratification by CNZ Management Committee and replaces all pre-existing CNZ Selection Policies.
- 1.1.3** This Policy does not apply to the NZ teams already selected for 2019.
- 1.1.4** This Policy is subject to review every 12 months prior to the first CNZ National Championship event of the year

1.2 Objectives

This Policy has the following objectives:

	To identify and support New Zealand competition climbers at each level of High Performance
	Increase the number of New Zealand athletes achieving: <ul style="list-style-type: none"> • Top 20 results at World Cup • Top 20 results at World Championship • Top 20 results at YWCH • Top 6 results at PWCH • Selection for Olympic competitions
	To outline the selection eligibility requirements and expectations for athletes and stakeholders in a clear and consistent process.

1.3 Overview of Selection Procedure



- Check your eligibility to be in a NZ team in section 2.
- Use section 3 to see if you qualify for Automatic selection into the National Squads through exceptional performances at selected international events. 3.1.2 (Open), 3.3.2 (Youth) or 3.5.2 (Para)
- If not automatically selected into the National Squads, then check your eligibility to qualify for the Development or Talent Squads through 3.2.2 (Open) or 3.4.2.1 (Youth)

- Once in the Development or Talent Squads try to gain a place, if available, in the National Squads to represent New Zealand. This is done by accumulating points through the Ranking Criteria (section 4).
- Maintain your place in the teams by following the rules in section 8

2. Eligibility

2.1 CNZ Selection Eligibility Requirements

To be eligible for selection to CNZ National Teams athletes must meet and maintain all requirements outlined in the following table:

Table 1 – CNZ Team Selection Eligibility Requirements

Selection Eligibility Requirements:	NZ National Squad	NZ Development Squad	NZ Youth Squad	NZ Youth Talent Squad	Para Climbing Squad
Abide by CNZ rules, code of conduct, ethics and social media policy. Must act in accordance with other national and international policies (WADA -anti-doping-, IFSC, HPSNZ etc)	✓	✓	✓	✓	✓
Sign and abide by the CNZ athlete agreement policy	✓	✓	✓	✓	✓
Be eligible to compete for NZ if selected (i.e. Hold a NZ passport)	✓	✓	✓	✓	✓
Hold a current CNZ domestic licence.	✓	✓	✓	✓	✓
Follow training and competition plans agreed upon by the National or Youth Coach in collaboration with the athlete's personal coach	✓	✗	✓	✗	✓
Participate in quarterly meetings (in person or remote) with the National or Youth coach	✓	✗	✓	✗	✓
Participate in annual fitness assessments with National coach	✓	✗	✗	✗	✗

3. Selection Criteria

3.1 NZ National Squad

3.1.1 Performance Goals

National Squad athletes have a goal of achieving:

- Top 20 at IFSC World Cups and/or World Championships
- Qualifying for Olympic Games

3.1.2 NZ National Squad Selection

National Squad is made up of athletes who have already proven themselves at an international level. To qualify athletes must meet any of the following at IFSC events:

- Top 40 result at a World Cup/World Championship (single discipline) in previous 12 months
- Top 40 result in Combined at most recent World Championship
- Top 40 in Combined World Cup rankings from previous season
- 1 Semi-final result in current or previous world cup season
- Oceania Champion

3.2 NZ Development Squad

3.2.1 Performance Goals

NZ Development Squad athletes have a goal of progressing to the National Squad.

3.2.2 NZ Development Squad Selection

Athletes will be selected for the NZ Development Squad if they achieve any of the following:

- Top 50% of field result in World Cup or World Champs in previous 12 Months
- Top 50 in World Cup Combined ranking from most recent World Cup season
- Top 60 in Combined ranking at World Championships
- Top 25% of NZ Open athletes per gender in each discipline at Open National Champs

3.2.3 Athletes who are selected for the NZ Development Squad are able to represent NZ at Oceania, Australian, and New Caledonian events. If there are quota restrictions on NZ Athletes the Ranking Criteria (Table 2) applies.

3.2.4 Athletes selected for the NZ Development Squad may be granted the opportunity to represent NZ at World Cups and World Championships if spaces for IFSC events are available: selection for each event will be done separately and will be based on the Ranking Criteria (Table 2)

3.3 NZ Youth Squad

3.3.1 Performance Goals

NZ Youth Squad athletes have the goal of:

- finishing top 40 at upcoming YWCH

3.3.2 NZ Youth Squad Automatic Selection

Automatic Selection to Youth Squad is given to athletes who have already proven themselves at international event/s. To qualify athletes must meet any of the following at IFSC events:

- Top 40 result at YWCH (single discipline) in previous YWCH
- Top 40 result in Combined at most recent YWCH
- Oceania Champion in the athlete's current age category
- Youth athletes selected to the National Squad (Opens) have automatic selection to the NZ Youth squad.

3.3.4 NZ Youth Squad Non-Automatic Selection Where there are places available additional athletes may be selected to the Youth Squad from the Youth Talent Squad according to the Ranking Criteria (Table 2).

3.4 NZ Youth Talent Squad

3.4.1 Performance Goals

Youth Talent Squad athletes have the goal of being selected to the YWCH Squad.

3.4.2 Youth Talent Squad Selection

3.4.2.1 Automatic Selection: The top 40% of athletes from Youth National Championships per gender in each discipline and age category will be automatically selected to the Youth Talent Squad. Competition Categories (Youth D, C etc) are **not** 'split' according to their two age groups (1st or 2nd year of category). The placings apply to each category.

3.4.2.2 Youth Talent Squad members are not automatically selected to attend IFSC events.

3.4.2.3 Athletes who are selected for the Youth Talent Squad are able to represent NZ at Oceania, Australian, and New Caledonian events. If there are quota restrictions on NZ athletes the Ranking Criteria (Table 2) applies.

3.4.2.4 Athletes selected for the Youth Talent Squad may be granted the opportunity to represent NZ at YWCH. Selection will be done separately and will be based on the Ranking Criteria (Table 2). The Selection Committee is not required to ensure all available YWCH quota places are filled and may use their discretion to not select team members for quota places where there is: A) a significant difference in performance level between athletes; B) no athletes have reached an appropriate level of performance for this competition.

3.4.2.5 Discretionary Selection

The CNZ Selection Committee can, at their discretion, select additional athletes in cases where:

- There is very little difference in athlete ability, as assessed by athlete rankings (Table 2)
- Outstanding athletes were unable to or did not attend Youth National Championship events and/or Selection Camp

- Special exemption may be granted directly by the Selection Committee, or in response to an appeal for selection as detailed in section 6.

3.5 NZ Paraclimbing Squad

3.5.1 Performance Goals

NZ ParaClimbing Squad athletes will have the goal of making finals at PWCH

3.5.2 Paraclimbing Squad Selection

NZ ParaClimbing Squad is made up of athletes who have already proven themselves at a national or international event. To qualify for the Squad, athletes must meet any of the following at IFSC events:

- Top 8 result at a World Championship in previous 12 months
- Oceania Champion
- Top 25% of NZ ParaClimbing athletes per category based on the Ranking Criteria (Table 2) in current season.

4. Ranking Criteria

4.1 Ranking Criteria

Athletes who finish in the top 25% at CNZ Open Championships or top 40% at CNZ Youth National Championships and/or who have qualified through 3.2.2 or 3.4.2.1 will be ranked using the criteria in the following Table:

Table 2 – CNZ Ranking Criteria

Performance category	Points
A. IFSC results (most recent)	45
B. National Championship results (current season)	20
C. Selection Camp results	15
D. Pre-Nominated Events	12
E. Elite performance characteristics	8
TOTAL	100

Performance categories are as follows:

4.2 - A. IFSC Results

Points in this category are based on results from most recent IFSC season for Open competitors and the most recent YWCH for Youth Competitors. Points are the sum of best 2 results + 'Consistency Bonus' for Open World Cups/Champs, or over multiple disciplines for YWCH.

4.2.1 Points per discipline are awarded according to the following Table:

Table 3 – IFSC Points for CNZ Ranking Criteria

Result	Points	Consistency Bonus
Top 5	18	9
Top 20	17	7
Semi-final	14	5
Top 30% of field	12	4
Top 50% of field	10	3
Top 75% of field	8	2

4.2.2 Consistency Bonus

Points are applied at the level where 2 or more results have been achieved even if an athlete has 1 result at a higher level.

Example: Athlete A has 1 x Top 5 result and 2 x Top 20 results

Top 2 results (18 for Top 5 + 17 for Top 20) + Consistency Bonus (7 for 2 x Top 20)= 42

Maximum points for this category = 45.

4.3 - B. National Championship Results

4.3.1 Points are based on the final placings ('results') from CNZ National Championship events according to the following Table: (These points will be appointed for each year group, in each age category).

Table 4 – National Points for Ranking Criteria

Result	Points	Result	Points
1 st	20	5th	8
2 nd	18	6th	7
3 rd	15	7th	6
4 th	12	8th	4
9th - 15 th	2	16th - 20th	1

Maximum number of points in this category = 20

4.4 - C. Selection Camp Results

All athletes selected for all Squads are eligible to attend CNZ National Team Selection Camp

Selection camp description in appendix

4.4.1 Points in this category are based on cumulative rank from all competition simulations at

Selection Camp according to the following Table: (These points will be awarded based on athletes' ge Categories for the year that they are seeking selection).

Table 5 – Team Selection Camp Points for Ranking Criteria

Result	Points	Result	Points
1st	15	5th	6
2nd	13	6th	4
3rd	10	7th	3
4th	8	8th	2

Maximum number of points in this category = 15

4.5 - D. Pre-Nominated Events

4.5.1 The CNZ Selection Committee (see section 5) reserves the right to use other events that may not be on the calendar of CNZ, but hold weight as “competitions with influence”, such as, but not limited to Australian Nationals, New Caledonian Nationals, Secondary School competitions, and National Indoor Bouldering Series (NZ Alpine Club). If these events are going to be used, then a minimum of 3 month’s notice will be given on the CNZ website and a formula table will be applied to this notice.

4.5.2 Maximum points for this category = 12

4.6 – E. Elite Performance Characteristics

4.6.1 Points in this category are assigned based on the steps an athlete is taking towards becoming an elite athlete. Assessments in this category will be made via interview and submission at training camps and/or visits by the National Coach and/or other Selection Committee members.

4.6.2 Elite Performance Characteristics:

- Has periodised Yearly Training Plan (YTP) from coach.
- Has both On-Wall and Off-Wall training components (i.e. strength & conditioning plan)
- Utilises Integrated Support Team (IST) including sports med, mental performance coach and other sports experts.
- Has systematic method to identify personal performance gaps

e) Participates in complementary training activities (parkour, gymnastics, or other movement/strength-based activities)

Table 6 – Elite Performance Characteristics Points for Ranking Criteria

Number of Elite Performance characteristics	Points
4+	8
3	5
2	3
1	1

Maximum number of points in this category = 8.

5. Selection Committee

5.1 The role of the CNZ Selection Committee is to select the National team based primarily on the points allocation systems in this policy. Selection Committee also reviews cases for discretionary selection, assesses appeals from athletes (Section 6), reviews cases for exemption (Section 7) and reviews cases for deselection/dismissal (Section 8)

5.2 The members of the Selection Committee are the New Zealand National Coach and two delegated members appointed by the CNZ Management Committee.

5.3 A CNZ Selection Convener will attend all Selection Committee meetings to take minutes and ensure they are run in a fair and unbiased way according to this Policy. The CNZ Selection Convener reports back to CNZ Management Committee.

5.4 Selection Committee and Convener are appointed by the CNZ Management Committee at the first meeting of that committee after the CNZ AGM.

5.5 Term of appointment is 12 months.

6. Appeals

6.1 Appeals against non-selection of athletes can, in the first instance, be lodged in writing to the CNZ Management Committee. Appeals must be submitted within 21 days of the public release of teams.

6.2 If the appellant is dissatisfied with the outcome of the initial appeal a further appeal can be lodged with the New Zealand Sports Tribunal. This appeal must be submitted within 21 days of CNZ Management Committee appeal decision.

7. Exemptions

7.1 Team exemptions

Youth Squad members who are also selected to the National Squad (Opens) may apply to the Selection Committee requesting exemption from Youth National Championships and/or the Youth Selection Camp. Exemption will be granted at the discretion of the Selection Committee and **only** if the athlete can show developmental justification for missing the event in question (e.g. event conflicts with World Cups, proximity to next World Cup will create travel logistics detrimental to performance, conflicts with another training or development opportunity that the athlete can show has more potential benefit, etc)

7.1.1 Athletes sitting school exams or other important education requirements may seek exemption from CNZ requirements such as attending selection events and training camps on application to the Selection Committee.

7.1.2 Event exemption requests must be made in writing to the Selection Committee no later than 1 month prior to the date of the event in question. Late event exemption requests will not be considered.

7.2 Injury Exemptions

Athletes in the YWCH team may apply to the Selection Committee requesting an injury exemption from National Championships or Selection Camps. Injury Exemption requests must be accompanied by supporting documentation from a Sport Medical professional. Athletes who have been granted Injury Exemption may be selected to the YWCH after consideration of such factors as: nature of injury, prognosis for recovery and other medical team recommendations, and/or results in other elite performance categories (Table 6).

7.2.1 Injury Exemption requests can be made at any time and must be accompanied by Sport Medical documentation including: date of injury, diagnosis, prognosis and recovery plan. The Selection Committee may request other documentation. Injury Exemption requests without minimum Sport Medical documentation will not be considered.

8. Selection Review and Dismissal

8.1 CNZ Selection Committee reserves the right to reassess the selection of athletes in cases where:

8.1.1 Athletes have conducted themselves in a manner which is inappropriate and/or may negatively affect the reputation of CNZ.

8.1.2 Injury may limit performance in the events the athlete was selected for.

8.1.3 A significant decrease in athlete effort, training and performance is observed by the National/Youth Coach. In this situation, the athlete will be provided with feedback and an opportunity to resolve any issue prior to reassessment of selection. Procedure is as follows: In the first instance the National/Youth Coach will speak to the athlete, advise them of the concerns, and athlete and coach will mutually agree on a sufficient period of time to allow the athlete to remedy the concerns. If the problems persist, the National/Youth Coach will

consult with the Selection Committee to reach a decision on the dismissal of the athlete from the training program and deselection from the team.

8.1.4 Athlete misses National events without prior discussion with and approval from CNZ Team Management.

8.1.5 Athlete misses deposit deadlines for payments

8.1.6 Athlete misses training camps without prior discussion with and approval from CNZ Team Management.

8.1.7 Athlete breaches any other clause of the Athlete Agreement

8.2 Athlete eligibility for the National Teams (including Training Programme) will be reviewed at the following times during each season:

- 1) Feb 1st following the conclusion of the previous World Cup Season and the start of the CNZ season
- 2) 2 weeks following each CNZ National Championships event relevant to the competitor's age/grade.

8.3 Dismissal and Sanctions

8.3.1 Athletes dismissed on any of the cases instanced in 8.1 may be eligible for a refund of monies already paid to CNZ in relation to any events they were planning to attend

8.3.2 Athletes considered by CNZ Team Management and/or CNZ Selection Committee to be in serious breach of code of conduct and athlete agreement may be dismissed from any of the NZ Squads and, if appropriate, sent home from international events. Dismissal in this instance will be reviewed by CNZ Management Committee and appropriate sanctions handed down to the athlete.

9. Confidentiality

9.1 A code of confidentiality applies to matters relating to selection and high performance strategies. Any CNZ Team athlete or CNZ Team Official who breaches matters held to be confidential may at the discretion of the CNZ Management Committee be removed from the National Team.

Appendices

1) National Squad Selection for Combined Oceania Olympic Qualifying Event February 2020

A team of 10 men and 10 women is to be selected for this event to be held in Sydney April 2020. Combined format only – Lead, Speed and Boulder. To qualify for this NZ Open team:

- Top 8 men and top 8 women at CNZ Open National Combined Championship Mt, Maunganui, October 20 2019

- Additional 2 'wildcard' entries per gender for athletes who have made written application to CNZ Selection Committee that they are unable to make the event for good reason. Wildcard selections to be made by Selection Committee

2) Rounding

If percentages used do not result in a full number, rounding will apply where .5, .6, .7, .8 and .9 will be rounded up. All other points will be rounded down.

FAQs

- Opens Squads – in the first few years we will have very few athletes in the National Squad right? Nearly all of them will be in the Development Squad. Why can't we make it so the top 5 say men and women from rankings are selected straight to the National Squad?

Yes. We are not anticipating for very many athletes to be gaining automatic selection into the National Squad for the first few years. If they do it will be because of outstanding performances at World Cups or World Championship events, then deservedly so. Athletes will be selected to National Squad by getting to be the top ranked athletes in the Development squad. The bulk of the Open competitors will first be selected into the National Development Squad (NDS), then move into the National squad from there. This is partly so that the athletes that end up going to IFSC events are not just selected straight from one competition. There is no overall assessment of the climber by being selected just from one competition. Secondly, the NDS is a stepping stone to going to IFSC events. The climbers making the NDS will have a chance to develop their talents in a more controlled environment and gain points towards going to the IFSC events over a bigger range of criteria. One of those will be at the selection camp.

- Selection Camp – so what exactly is a selection camp? Where will it be held? More than one per year? Will I have to attend?

The selection camp will be on the CNZ calendar as part of the competition calendar. It is not compulsory to attend, but if you are in either the NDS or the Youth Talent Squad (YTS) then you may need the points from the camp to gain enough points to move you up to the next level. This may be the difference between going to an IFSC event or not.

The selection camp will be run over two days and could possibly be run in more than one facility. The emergence of specialist climbing gyms in NZ now means that we could utilise different facilities for different disciplines. The format would roughly be that there would be a day of learning on the first day. Along the lines of learning movement, mental coaching, prehab, rehab, safety..... Then in the second day the athletes would be put into a high stress competition scenario run by CNZ judges and setters. The points from this comp would be used for selection points along with points from the other criteria. The end of the camp would have time for reflection and learning.

- National Champs – do I really have to attend all these events? It doesn't say so in the eligibility list.

National Championship events are the competitions where you are selected or not to make it into the NDS or YTS. (Top 25% in Open and Top 40% in Youth) If you have automatic selection to the National Squad or the Youth National Squad through outstanding performances in the previous season, then you may choose to miss these events, but in general this is where the bulk of your

points will come from to make it into teams. It would only be in exceptional circumstances where you would choose not to go to these events if you were on a pathway to IFSC events.

- Youth – what’s the reason for not splitting the categories? Won’t the younger climbers in each category be disadvantaged?

The categories are not split at the IFSC events. The selectors went through a lot of data over a few years to see if there was a difference in selection if the categories were split into years. It actually worked out that in all but one case that the team would be stronger and no disadvantage to ages if the categories were not split. In the one instance where it did matter, the points were so close that the selectors would be able to justify discretionary selection of that climber anyway.

- If I’m selected for Lead (for example) but not Bouldering can I still get in the boulder team by crushing it at selection camp?

Yes absolutely. That is one of the points of this policy is that if you are sick or injured at a key event then you have other ways to make up the numbers you need to get into the team. Using this example, if you were to get into the development squad for lead, then once you are in you would accumulate points for both disciplines. This means that you have the top athletes still being able to rise up with accumulated points. This enables CNZ to be able to select the strongest team.

- Say I’m a youth climber over 16 years old and I only go to the Open champs. Do my points from these comps go towards selection for the Youth Talent Squad?

If you are already part of the National Squad and still a youth competitor, then you are automatically in the Youth Squad, but this would be very rare. In most cases you would need to compete in your age group to gain points to make the Youth Squad. There is a clause for discretionary selection but this would need to have very clear written documentation from someone like a medical professional to be accepted for this. In general your points only apply to the division you are climbing in, so No, your points from Open Champs do not go towards Youth team spots.

- These extra events that I can get points at – it says 3 months notice so that pretty much rules out 2019 doesn’t it?

The extra selection events are there to get a better understanding of how an athlete copes in high pressure situations like competitions. In a year when there is no Oceania event, the selection committee would like to use other competitions to gauge how well the athlete copes with this stress. Obviously though, the comps need to be at a certain level and have CNZ judges at least double checking the scoring to ensure that the comps are run fairly. If, for example, a NIBS comp was to be used for this then CNZ would need to supply judges to double check the ‘self scoring’ system that is currently used. Whatever comp(s) was going to be used in lieu of Oceans, then it would need to have at least 3 months notice given so that the athletes could prepare and get themselves to that comp. When posting an extra comp CNZ would also post the way that points would be allocated for the comp so it is all posted online well in advance. 2019 may not be ruled out but it may mean that there was an extra event at the later end of the season. In the first year of the new policy this extra comp could potentially be ruled out.

- What’s the story with these elite performance criteria? Does that mean I’ll have to pay extra to get all these things from professionals so I can get the points?

The Elite performance Criteria are there to create a ‘safety net’ around the athletes. Everyone at top level is not just competing by themselves, they are part of a team of professionals who encourage and support the athlete, and far more importantly, keep them safe. If athletes have this safety net around them, statistics say that they are far more likely to stay in the sport longer. In NZ if we want

to start to do really well on the world stage, then we need to start creating longevity in the sport. This group of professionals surrounding the athletes goes a long way to encourage this. Most of these elite performance characteristics do not need to be paid for. Most athletes nowadays have access to very good resources to tell them how to do a periodised training plan. There are many online videos of movement or strength based activities such as Quadrupedal movement. Most athletes who get injured every now and then or get niggles will use a physio for treatment. There are many universities around the country who offer mental coaching for athletes for free. Having a good nutrition plan is essential for an elite athlete, this can be done through online learning. Having a way to identify weaknesses or performance gaps is an integral part of any athletes training, this requires some honest self reflection. All these things can be done without paying someone, they do however take time and commitment. This is something that elite athletes need to learn anyway so is not such a bad thing. So no, you don't necessarily have to pay anyone to tick this list off.