



## CANDIDATE BRIEF

### **NZ Water Polo National Selectors (8)**

### **NZWP is seeking Expressions of Interest**

NZ Water Polo (NZWP) is seeking to recruit and appoint suitably qualified and experienced people to its National Squads and Team Selection Panel for the period 2021 through 2024. This will involve selecting for the National Squads, National Representative Teams including Age Groups and the 2024 Olympic Games.

We are seeking 8 people, two as lead selectors and 6 as age/gender specific. The selectors will be supported and assisted by the NZWP coaches and performance staff.

The role and function of the Selection Panel, as delegated by the NZWP Board is to:

- Provide input to the NZWP Selection Policies and processes.
- Assist NZWP determine the 'price of entry' criteria (metrics) for athletes in order to be considered for selection to all Squads and Teams (senior, junior, youth).
- Select athletes to NZWP representative teams in a timely and professional manner.

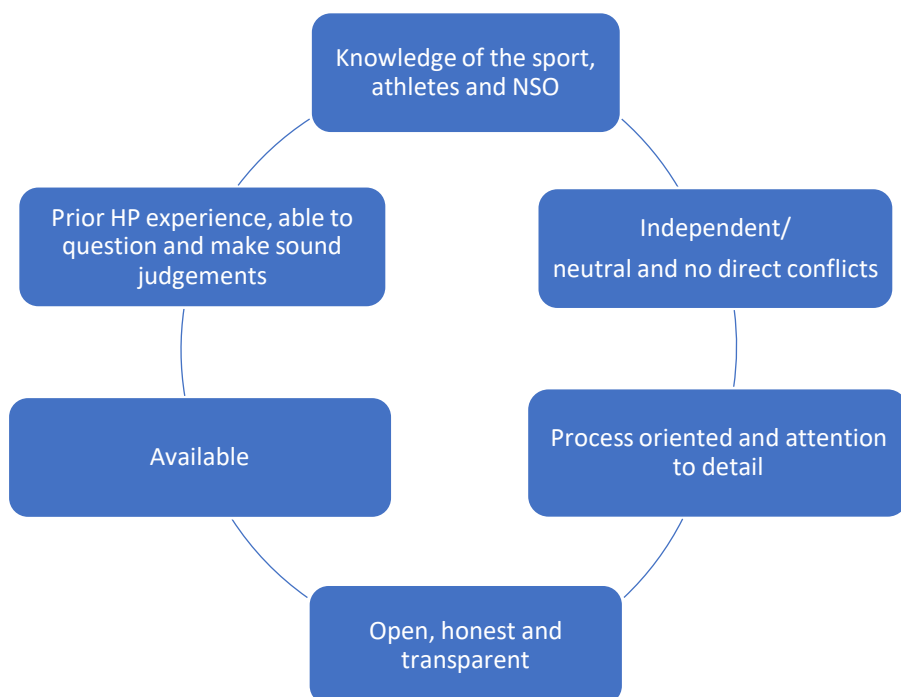
In appointing the Selection Panel, NZWP shall consider individuals with the following skills and attributes:

- an ability and preferably experience in developing and implementing selection policies and processes;
- experience/exposure to an international sport environment and an understanding of the attributes required to compete at that level;
- experience in making athlete selection decisions, preferably for international level competition;
- experience in decision making through sports management, coaching or competition at national or international level;
- knowledge of NZWP and the sports sector in New Zealand;
- has credibility amongst the NZWP members ; and
- is knowledgeable and preferably has experience in coaching, administration or management in a high performance athlete development environment.

NZWP is looking for Expressions of Interest from candidates who demonstrate a number of above attributes and do not have conflicts of interest which might impact on their ability to perform this role in an impartial manner i.e. must be free of interests regarding athletes in the discipline under which you would be involved.

Note the role is a voluntary one, however if specifically requested by NZWP to travel to trial/observation events, costs will be covered.

**Selector Qualities:**



**NZWP Selectors: Role Description**

TITLE OF POSITIONS	NZWP National Selector
TERM	From appointment through to August 2024, reviewed annually
REPORTS TO	NZWP CEO/HPD
KEY SUPPORT	NZWP coaches and staff Club and private coaches
KEY RELATIONSHIPS	NZWP CEO/HPD NZWP Staff Club and private coaches

## Organisational Background

**NZ Water Polo (NSO) purpose:** To provide accessibility to lifelong and enjoyable water polo experiences.

New Zealand Water Polo (NZWP) is the national sporting organisation representing the interests of water polo in NZ. Their function is to administer and lead the growth, accessibility and success of water polo in New Zealand.

NZWP is a membership organisation and recognised by Sport NZ, HPSNZ, NZ Olympic Committee and FINA alongside other key international water polo organisations; NZWP represents, protects and advocates for the sport nationally and internationally.

<b>PURPOSE OF THE SELECTORS ROLE</b>
<p>To deliver a transparent, unbiased, and understood selection system for NZWP athletes and coaches.</p> <p>To ensure all criteria is met in accordance with the selection policies and processes.</p> <p>To select NZ athletes and teams to represent NZ at international events including 18U, 20U and Open FINA World Championships, and IOC Olympic Games.</p> <p>To oversee and endorse NZ squad selections and the 'price of entry' criteria.</p>
<b>STRUCTURE</b>
<p>There will be two lead NZWP selectors, one being the convener. This will ensure consistency across all squads and teams. In addition, each squad - U18 and U20, male and female and senior male and female (six) will have a dedicated selector who will join the two lead selectors to select the athletes in each group. There will be eight selectors in total.</p> <p>By having dedicated selectors, it will give a focus to each group and ensure the workload is manageable.</p>

<b>Lead selector (convenor)</b>	<b>Lead selector</b>
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<b>U18 male</b>	<b>U18 female</b>	<b>U20 male</b>	<b>U20 female</b>	<b>Senior male</b>	<b>Senior female</b>
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8 selector positions in total

## RESPONSIBILITIES

### Selection

- Nominate athletes for selection in accordance with all relevant policies and procedures
- Maintain appropriate level of contact with the other members of the Selection Panel and the Convener to enable fulfilment of the role
- Assist with input, reviewing and feedback regarding the selection criteria, plans, processes and policies as required
- Be available throughout all processes
- The two lead selectors will make the final overall decision on the teams and squads.

## SKILLS AND KNOWLEDGE

- An understanding of the NZWP sport and various positions
- Familiar with the capabilities of the relevant athletes
- Understand the selection criteria and relevant policies
- The ability to assimilate required and relevant information to make professional, informed and non-emotive decisions
- Develop and maintains strong working relationships with those listed in Key Relationships above
- Familiarity with modern communication systems
- Have the ability to work within a team environment
- A high level of attention to detail, is organised, reliable, accurate and timely with responses

### Personal Attributes

- A keen interest and understanding of water polo
- Excellent interpersonal and communication skills
- Attention to detail and processes
- Discretion, ability and sensitivity to deal with stakeholder response to selection decisions

## CONFLICTS OF INTEREST

All actual and potential conflicts of interest must be declared, including but not limited to:

- Club membership
- Coaching relationships
- Administration or management relationships with SSNZ, athletes and /or coaches
- Business relationships associated with the sport
- Family or other personal relationships associated with SSNZ athletes being considered for selection

Please let us know if you are interested:

**Applications:**

If you can send your details and advise the role you are available for – to NZWP: [ceo@waterpolo.org.nz](mailto:ceo@waterpolo.org.nz)

Thank you.

<b>Application Closing</b>	10 December 2021
<b>Application Detail</b>	<ol style="list-style-type: none"><li>1. Name</li><li>2. Club</li><li>3. Contact Details</li><li>4. Letter of Interest for specified role outlining:<ol style="list-style-type: none"><li>A) Your experience – As a player/Coach/Selector/Official – National and International</li><li>B) Reason for applying for the role</li><li>C) Current contribution to water polo in New Zealand</li><li>D) Experience in sports selection roles – including using data and following selection policies</li></ol></li></ol>

The NZWP Board will make the final decision on all Selector appointments.