

## CRICKET NEWFOUNDLAND AND LABRADOR - SELECTION POLICY

### A. Preface

This document will outline the Cricket Newfoundland and Labrador team selection policy. This includes the following:

- Objective and scope of the selection policy
- Criteria to establish the Selection Committee
- The role of the Selection Committee
- Criteria and process for selecting the provincial team

### B. The objective and scope of the selection policy

The objective of the selection policy is to create a transparent and structured framework to select the strongest and most balanced squad of 13-16 players to represent NL in provincial tournaments. The scope of the policy is limited to selecting players for provincial representation across various tournaments such as Eastern T20, inter-provincial and national tournaments. After the team is selected for a tournament, the actual team playing in the tournament games is selected by the captain, coach, and vice-captain.

The selection committee will consist of three members plus the coach and captain, and will be appointed by the Cricket NL board based on the guidelines included in this document (Section C). It is recommended that selectors will serve for a period of 2 years with at least 50% of the committee members retained each year for consistency and player development/familiarity purposes. However selectors are appointed for the current season only. As per the organization's by-laws, the President is an ex-officio member of all committees. The committee may co-opt additional non-voting members at their discretion and it is recommended that they hold a meeting to consult with all the captains of summer league teams prior to final selection.

It is recommended that the provincial captain be appointed by the board, in consultation with the provincial coach if appointed, at the same time as, or before, the other selectors.

The committee will select one of their members to be chair of the committee. The chair is responsible for organizing and chairing meetings of the committee; communicating with the board; monitoring selectors' attendance at try outs and practice sessions; and informing to the board if a selector is unable to commit to the selection process.

### C. Guidelines in establishing the Selection Committee

The Cricket NL board will use the following criteria to establish the Selection Committee. The board has discretion to over-rule these guidelines if suitable candidates cannot be found.

- Candidates should have played club or higher-level cricket for at least 5 years.
- At least two selectors (excluding coach and captain) should have participated in at least one inter-provincial tournament in Canada as player or coach.
- The selection committee should show a balance of representatives from the member clubs, with no more than two members from any one club.
- Candidates must be cognizant of the skills and talent of the top Cricket NL players available for selection.

- Candidates must be willing and able to commit the time to monitoring of potential players in matches, and attend practices and try-outs.
- Candidates should display leadership and communications skills.
- Formal coach training is considered a bonus.

The board may seek applications through an open call to members, and/ or solicit applications directly from those they believe well qualified for the task.

#### **D. The role of the Selection Committee**

The role of the selection committee will be to:

- Analyze, shortlist and select 13-16 players to represent Cricket NL across various provincial tournaments including recommendation of players to national tournaments and camps.
- Set guidelines and monitor players for cricket skills, fitness, attitude and discipline.
- Work towards developing overall cricket in Newfoundland and Labrador by counseling and mentoring Cricket NL players.
- To select the Vice-Captain once the final squad is selected.
- To communicate the selection of players as required.
- To liaise with the Cricket NL board about any selection issues that may arise.

#### **E. Criteria and Process for selecting the Provincial Team**

Criteria for selection:-

- a) Level/s played: The relative strength of competition where a person has competed – as well as their performances at that level – will be taken into account.
- b) Form and performance: It is important to note that this encompasses a player's performances over a period of matches, potentially spanning several seasons, and not just a single performance.
  - For form and performance, tournaments such as Cricket NL summer league, and the Eastern T20 will be considered. However, immediate past and/or current season form will be of the greatest significance. Due to the weather conditions in Newfoundland and Labrador it may not be possible for the summer league to start in time for the selection for the Eastern T20. Hence the immediate past (last season) also is considered in selection.
  - Participation and performance in the Fall and Winter League will be taken into account when selecting the teams. This input from this tournament will be minor when compared to the outdoor tournaments but will be required as players can continue to improve fitness, hand-eye coordination, running between the wickets and other cricketing skills by participating in these tournaments.
- c) Team balance: The squad will be selected with consideration of team balance, both in relation to the spread of batsmen and bowlers in the team – including the type of batsmen and bowlers in the team – as well as wicketkeeper/s. Also, the team will be selected based on the format (20/40 overs.)
- d) Fitness, attitude, discipline and commitment: Players will be constantly monitored for fitness, attitude, discipline and commitment in addition to their skills.

During the selection process, preference would be given to players that meet the below minimum requirements.

- **Commitment:** players should attend at least 50% of scheduled high performance sessions, practice sessions, and practice matches/ try-outs. It is understood that work and study commitments, or injury may make this challenging and in such cases the committee should be informed for the reason the player cannot attend, so it can be taken into consideration.
- **Fitness:** The following are the minimum expected standards. If a player demonstrates fitness levels in excess of these minimums it will be considered in selection .
  - Endurance run of 5 km in less than 30 minutes.
  - Beep test score of 7.5 (or equivalent “yo-yo” test)

It is recognized that some players may be considered a better selection for the team even if they have not partially or completely fulfilled these requirements. In order to select any player that has not fulfilled these requirements the Committee must seek permission of the board.

**Attitude** indicates a player’s thought process towards the game, their mental approach and the behavior with other Cricket NL members. Players will need to contribute positively to the team environment and culture.

**Discipline** indicates behaving well and respecting the game, team-mates, opposition, the Cricket NL establishment, Cricket Canada and ICC rules.

e. **Eligibility:** No player shall be eligible to represent the Association at Inter-Provincial Tournaments or in Inter-Provincial Matches unless he/ she is a Cricket NL member in good standing, has been a resident of NL, and has also participated in Cricket NL matches and/or competitions for at least a month, or within the preceding 12 months, prior to the Selection Committee choosing the Provincial team

f. **Conflict of Interest:** No member in the selection committee can vote for their own selection in the team. Therefore they can only be selected to participate in the provincial tournament by a majority of the other members of selection committee.

h. **Adherence to Cricket NL selection guidelines and directives:** If trials/ provincial practice sessions are organized, it will be the responsibility of the player to fully cooperate and attend these trials or practice session. Players willfully not abiding by the directives of Cricket NL shall be subject to disciplinary actions and also dropped from participating in provincial tournaments.

### **Selection Process**

The following are the guidelines for the selection process. Selectors will leverage/modify/update these guidelines for selecting the teams to represent the province.

1. Players will be analyzed and shortlisted based on coaching sessions, drills, and match and tournament performances
2. Players will be shortlisted and will be further monitored for skills, fitness, attitude, commitment and discipline
3. Depending on the weather conditions, there may be practice games that will

further assist the selectors

4. Selectors will communicate the date the team will be announced based on the Eastern tournament dates and the start of summer league.

5. After the team has been selected and announced, the committee may wish to add additional players. Changing of the selected squad can only be done with permission of the board.

*Policy revised April 2020; originally adopted by the Board, May 27 2017*