



Team PNG

Officials Selection Policy



OFFICIALS

1. Introduction

1.1 Background –

The Papua New Guinea Olympic Committee (PNGOC) has developed this policy for the selection of officials to represent PNG at respective Games from 2017 to 2020.

The (Games) being considered under this selection policy are:

- 2017 Youth Commonwealth Games
- 2017 Asian Indoor & Martial Arts Games
- 2017 Pacific Mini-Games
- 2018 Commonwealth Games
- 2018 Youth Olympic Games
- 2019 Pacific Games
- 2020 Olympic Games

The PNGOC is recognised by the International Olympic Committee (IOC) as the National Olympic Committee for Papua New Guinea. The IOC is the supreme authority in all matters concerning the Olympic Games.

PNGOC is also recognised by the Commonwealth Games Federation (CGF) and the Pacific Games Council (PGC) as members of the respective bodies. The CGF is the supreme authority in all matters concerning the Commonwealth Games as is the PGC the supreme authority in all matters concerning the Pacific Games.

The PNGOC has the sole and exclusive authority to determine its representation at the Games.

The PNGOC wishes to promote awareness and clear understanding of the process for nomination of Officials by the National Federations (NF) and selection by the PNGOC for Team PNG (the Team) to attend the Games.

The NF and its Officials wish to have a clear understanding of the process for nomination and selection of Officials for the Team, and has agreed to the terms and conditions of this Policy for that purpose.

This Policy sets out the application, nomination and selection process by which eligible Officials may be considered for nomination by the NF, and selection by the PNGOC, for Team PNG.

This Policy also sets out the procedures that must be followed for any appeal against a decision by the NF regarding an Official's nomination or non-nomination or a decision by the PNGOC regarding an Official's selection or non-selection to the Team.

This policy is to be referred to in the nomination criteria to be adopted by each National Federation (NF) for all officials wishing to be considered for nomination to Team PNG to attend the Games.

1.2 Purpose –

For PNGOC to select a team that:

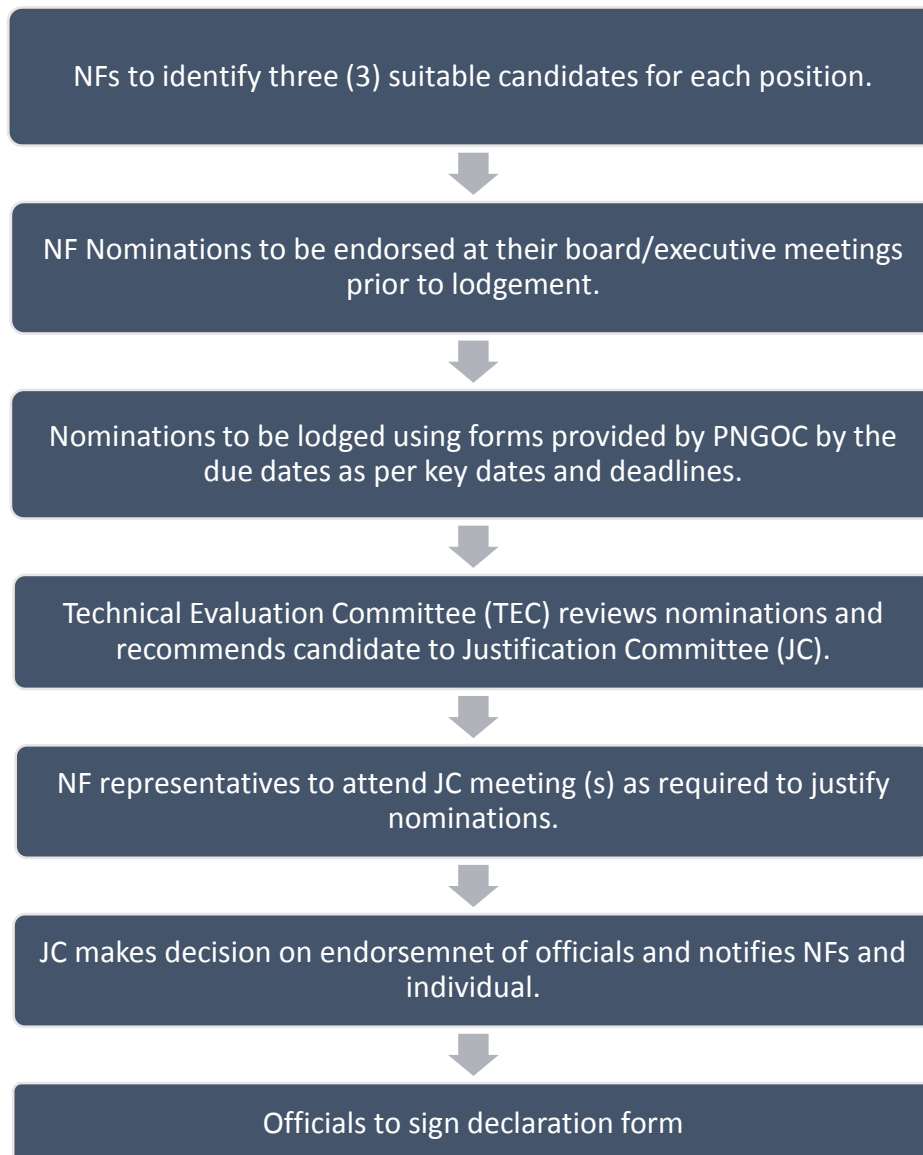
- Fulfils Games goals by ensuring we have the best available people in positions as coaches, managers and support staff.

2. Process

This policy has been adopted by the PNG Olympic Committee.

2.1 Nomination Process – National Federations

All candidates must follow the process outlined on the nomination form specific to the position being applied for. The process for NFs to nominate officials in their respective sports is as follows.



A National Federation must not represent that a nomination of a candidate guarantees or secures selection to the sport or within the team.

2.2 Selection Process – Technical Evaluation Committee

The Technical Evaluation Committee (TEC) will consist of:

- Team PNG Chef de Mission (Chair)
- PNGOC Deputy Secretary General
- PNGOC Performance Manager

The TEC will have clear & transparent processes to ensure appropriate and just selections are made without limitations.

The TEC has the main objective of ensuring the nominated candidates become the right team of officials to fulfil PNGOC overall vision. This means ensuring the right people that give Team PNG the best chance of achieving our Games goals. The discretion required must be transparent, accountable, and logical and acted upon in good faith.

The TEC will assess the submissions against the selection criteria and the requirements of that particular sport. The TEC will contact nominees if they are required for an interview.

Outcomes of the process will be communicated either verbally or in writing by the TEC. Appropriate feedback will be provided (with discretion) as we use this process to develop the administration of our sports, however the TEC is not obligated to provide reasons for its decisions.

Discretion may be used in addition to the Selection Criteria to consider a candidate moving to the next phase in the selection process. The TEC may request additional advice from an external specialist in a relevant field should the situation arise.

The number of positions offered will be based on the Games team size regulations and at the discretion of the PNGOC.

2.3 Selection Process – Justification Committee

The JC will review recommendations made by the TEC and will endorse or reject the recommendations.

Any discretion used by JC must be transparent, accountable, and logical and acted upon in good faith.

Outcomes of all selection processes will be communicated both verbally and in writing by the JC to the NF.

3. Selection Criteria

The following criteria will be used as part of the initial screening of the nominees for Team PNG Officials.

Candidates should clearly specify on the nomination form the role they are nominating for (Coach / Manager).

3.1 General Criteria (For all Roles)

- 3.1.1 Must provide evidence of ability to travel – fly and drive (Passport, Driver's License, Leave from work);
- 3.1.2 Compatibility with athletes from all ages and regions of PNG without prejudice, preference or favouritism.
- 3.1.3 Must complete all required documentation correctly and in a timely manner.
- 3.1.4 Must adhere in full to all general Team PNG policy, code of conduct and PNGOC policy including satisfactorily meeting event requirements.

- 3.1.5 Be in good health;
- 3.1.6 Willingness to engage in and encourage participation in PNGOC and Team PNG development and personal development programs;
- 3.1.7 Must agree to the terms of this Selection Policy;
- 3.1.8 Must sign and agree to the terms of the Team Official's Declaration before and during the Games.
- 3.1.9 Have met Foundational Standards (as set out in clause 4.1).

3.2 Coaches Selection Criteria

- 3.2.1 Access to personal email, internet and phone
- 3.2.2 Ability to operate from and access the training facility in which the program will be based during the DTE (Daily Training Environment)
- 3.2.3 Ability to work within a multi-disciplinary team of assistant coaches, apprentice coaches, managers, overseas experts and specialists such as sport specific, strength coaches, physiotherapists, video analysts across the broad High Performance Unit
- 3.2.4 Current and past record as a coach. Including performances and results of domestic and international events, conducting HP camps, development of technical models and assessment tools for athletes screening and selections
- 3.2.5 Capacity to relate to squad of athletes, coaches, technical officials, the National Federation, and other staff such as the Performance Manager in preparing National Teams
- 3.2.6 Demonstrated experience supporting athletes in high level national or international competition
- 3.2.7 Ability to create a daily training environment and support its ongoing development
- 3.2.8 Capacity to use technology such as video recording, data and performance analysis programs
- 3.2.9 Current or past records of using sports science and medicine in training programs such as strength and conditioning, nutrition, recovery and psychology components
- 3.2.10 Relevant qualifications or willingness to complete suitable certified courses relating to technical aspects of the sport coaching
- 3.2.11 Willingness to mentor youth and junior coaches sharing experience, training methods and intellectual property
- 3.2.12 Maintain strong communication with Performance Manager updating on progress and reports as needed from time to time

3.3 Managers Selection Criteria

- 3.3.1 Display knowledge of understanding High Performance programs for chosen sport
- 3.3.2 Display knowledge of athlete requirements in high level competition and training environments

- 3.3.3 Execute high level of administration and communication skills across all areas of the High Performance program
- 3.3.4 Must have no outstanding reports and/or acquittals from previous Games or activities funded by PNGOC
- 3.3.5 Display ability to develop and create budgets for each component of the High Performance program ranging from local events, training camps, international events and other competitions.
- 3.3.6 Strong accountability with acquittals of funds and budget reporting from any camp, competition or training
- 3.3.7 Explain and demonstrate skills necessary for team/ athlete program logistics ranging from booking flights, hotels, passports, visa applications, transport, food management plans, equipment and uniforms
- 3.3.8 Understanding of quoting process for all area of logistics
- 3.3.9 Strong ability to uphold strict behaviour, discipline and player management standards in all environments.
- 3.3.10 Current and past experiences in managing a team size specific to candidates chosen sport.
- 3.3.11 Demonstrate ability to work within a diverse range of staff within the team ensuring all aspects are focused on athlete management and player welfare.
- 3.3.12 Demonstrate a strong passion for serving others including many sessions after work hours, weekends and time away.
- 3.3.13 Ability to use word document and excel.
- 3.3.14 Access to email, Internet and phone.
- 3.3.15 Display strong personal organisational skills and excellent time management.
- 3.3.16 Willingness to comply with all administration requirements of Team PNG managers as per key dates and relevant meetings.
- 3.3.17 Maintain strong communication with National Federation updating on progress and reports as needed from time to time.

3.4 Exclusions –

A nominated official may be excluded from consideration if the candidate:

- 3.4.1 breached general team policy such as behaviour or conduct bringing sport in PNG and Team PNG into disrepute; or
- 3.4.2 does any action that is contrary, inconsistent with or opposing to the brand, values, best interest or image of PNGOC and Team PNG; or
- 3.4.3 has been involved in activity that contradicts the policies and laws of the World Anti-Doping Authority (WADA), PNG Sport Anti-Doping Organisation (PNGSADO) and the event's governing

body anti-doping policies and laws; and is not currently serving a ban for anti-doping related offences.

3.4.4 is convicted of a criminal offence.

3.4.5 is non-compliant with all agreements such as the Team Official's Declaration including areas such as social media guidelines as set by PNGOC, Team PNG Chef de Mission and Management.

3.5 Consideration of Extenuating Situations –

In the case of illness or other reasonable circumstances that prevent the candidate from fulfilling their requirements, written notification to the TEC must be made prior to or within reasonable time of the failure to comply.

4. Selection Overview

4.1 Foundational Standards

Nominees must satisfy all requirements outlined in the Selection Policy inclusive of general team policy. This may include completion of suitable courses/ programs not yet conducted or still underway at time of nominating.

A candidate must satisfy and comply with all aspects of the selection criteria at time of nomination and continue to meet all criteria on an ongoing basis. The candidate may be notified in writing of areas they need to address if non-compliant. If after such notification the candidate still fails to meet criteria, the candidate may be removed from consideration.

A candidate must meet their sports specific requirements and qualifications for fulfilling their intended role with Team PNG at the Games. In the case of coaches, this means having the required certification to hold that role.

A candidate should not hold a position within the Executive of the National Federation of the sport they are being nominated for.

4.2 Appointment Term

The term of the appointment will be from the signing of the Team PNG Official's Declaration, or as soon as possible after the endorsement of the official by the JC, to 2 months after the closing of the respective Games or until all requirements of the position have been satisfied.

5. Appeal Process

Appeals can be made through the standard sports and appeal process, with ultimate arbitrator being the International Court of Arbitration (ICAS).

The selection is conditional upon the candidate signing all relevant Team PNG agreement documents.

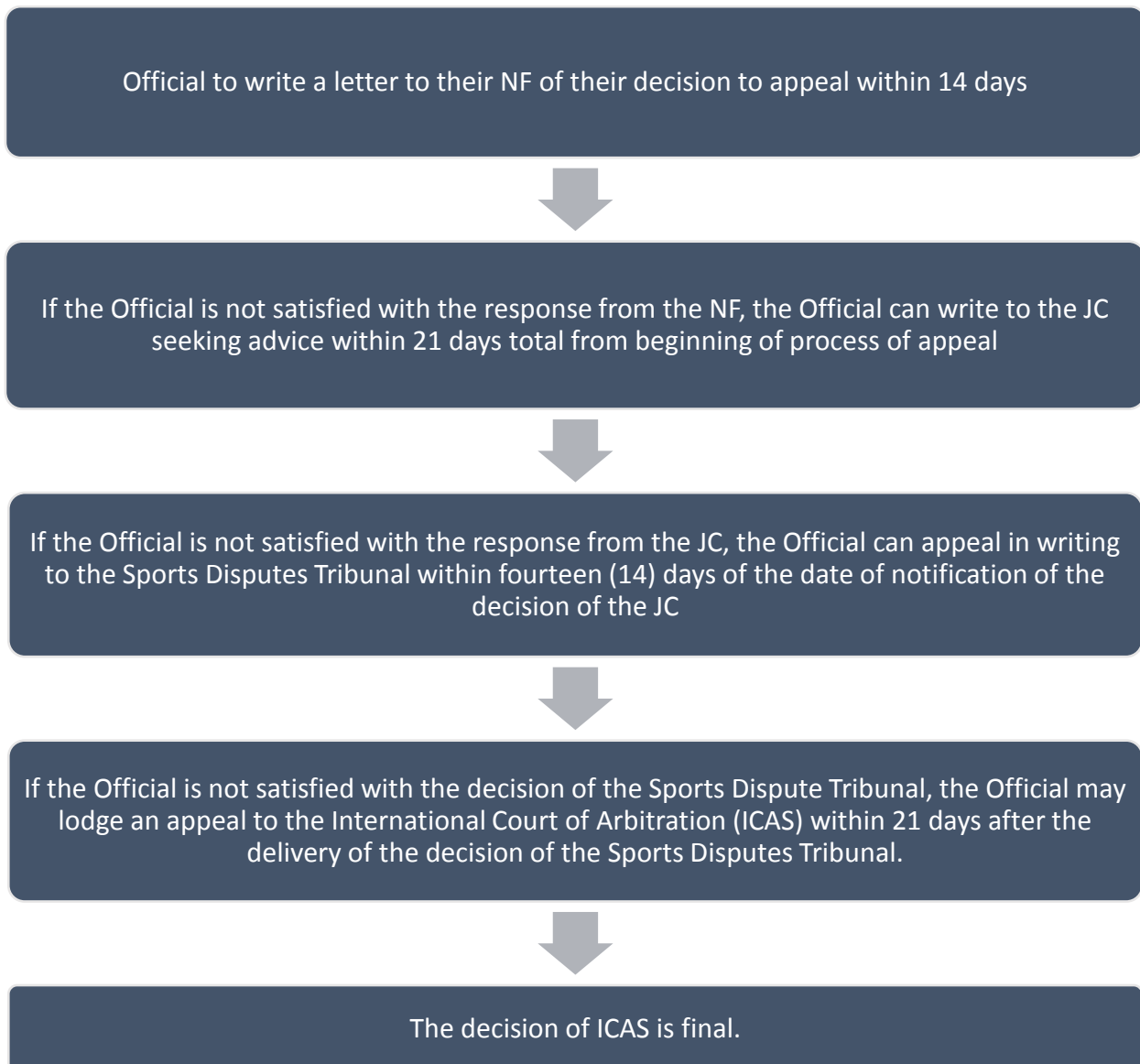
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

There is no right to appeal where a sanction or ban exists in relation to WADA or International Federation.

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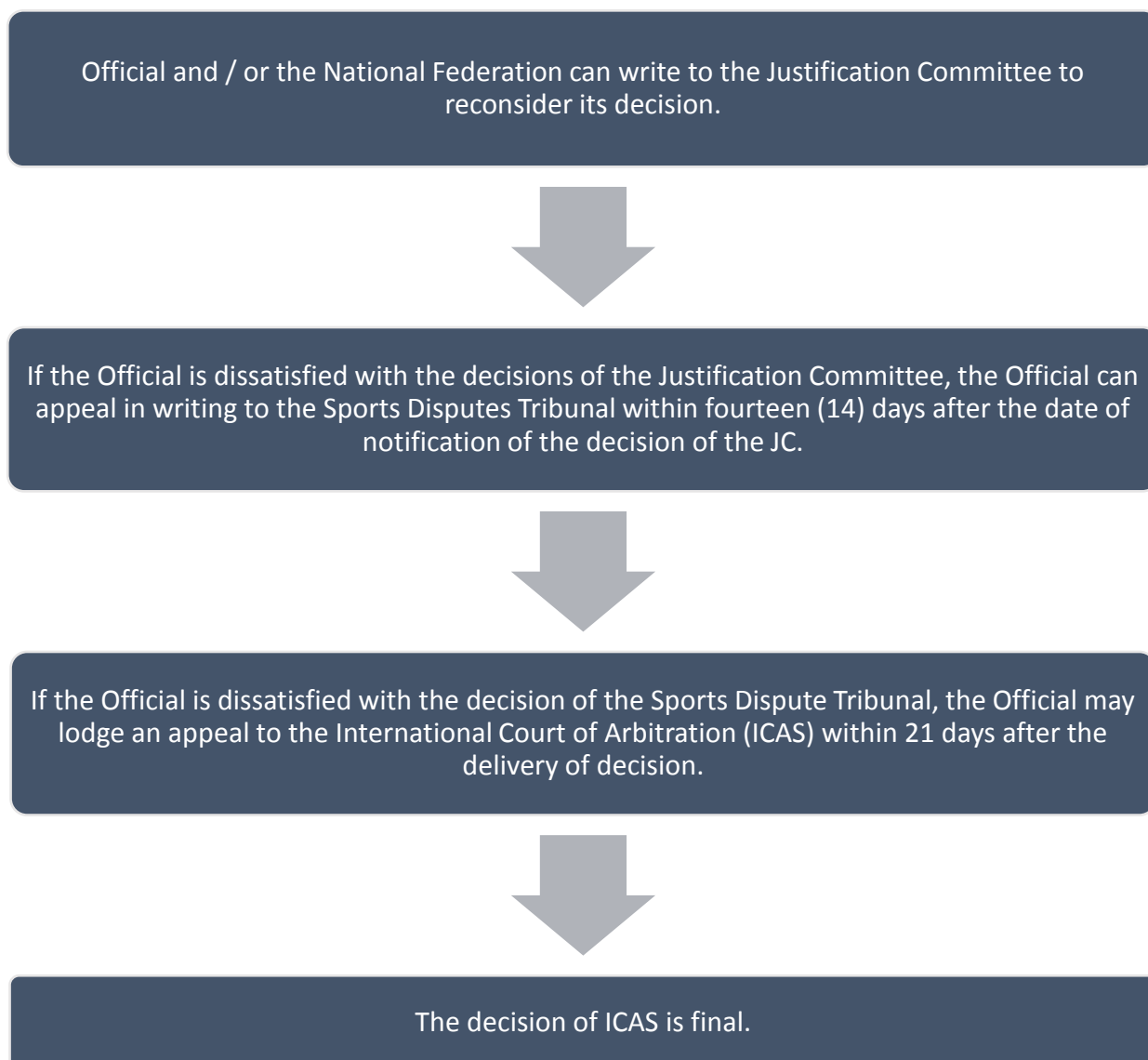
Scenario 1 - Official is not nominated by the NF

Process for an official to appeal if they haven't been nominated by the NF is as follows:



Scenario 2 - Official is excluded by the JC

Process for an official and/or the NF to appeal if the official is excluded by the JC is as follows:



The appeal process will not be extended beyond 21 days. A final decision is to be made in due course but no later than the due date for final nominations.

Indemnity: - It is a condition of nomination and participation in selection that PNGOC and its directors, officers, employees, servants, and agents be indemnified from and against all claims, demands, action, proceedings, costs and expenses including legal costs and liabilities to third parties arising out of incidents of any breach by the National Federation and/or officials.