

Northern NSW Football (NNSWF) policies are living documents which reflect progress in administrative requirements and industry standards. As such, to maintain currency, these documents are periodically reviewed and updated. It is important that the reader ensures that they are reading and using the most recent version. The aim of the policy is to ensure all athletes receive an equal opportunity to be selected to participate in the said event or competition provided they have satisfied the necessary selection criteria as outlined.

1. Purpose

The purpose of this policy is to outline the process and criteria for selecting teams to represent NNSWF in competitions. This selection policy will apply to all NNSWF representative teams across all formats, age groups and genders.

2. Scope

This policy applies to all players, coaches, and selectors involved in the selection process for teams representing the Northern NSW Football Member Federation.

3. Selection Philosophy

NNSWF's philosophy is to select teams of players that individually have potential to be identified at a national level and the ability to be highly competitive as a team. We seek players who are proud to represent their member federation, their region, and their local club, and who uphold the values and behaviours expected by a representative of this proud region. While NNSWF strives to be successful on every stage on which we compete and aims to win each and every game we participate in from a team perspective, our priority lies in the identification of players and their progression to higher levels within the national talented player pathway.

4. Eligibility

To be eligible for selection into a Northern NSW Football representative team, players need to meet the following criteria:

- Players must fall within the age parameters defined for each event or tournament.
- Players are not under any disciplinary sanction or suspension at the time of participating in the tournament or event.
- Players must hold a current active registration with a club within Northern NSW Football's jurisdiction, with the Newcastle Jets or their Academies, or the Northern Rivers Football Club.

5. Selection Criteria

Selection will be based on the following criteria, reflecting the Northern NSW Football's DNA statement and the ABCDE acronym:

- A - Adaptability:
Ability to effectively adjust to different conditions and game situations.
- B - Bravery:
Courage to take risks and make difficult decisions under pressure.
- C - Creativity:
Ability to think outside the box and create and convert scoring opportunities.
- D - Determination:
Persistence in the face of challenges and a strong desire to improve.
- E - Enthusiasm:
Passion for the game, positive attitude towards training and competition.

In addition to the above, players will be identified and assessed based on the 4 key pillars in the development of young players:

- Physical Development:

Physical fitness and ability to meet the demands of the game.

➤ Mental Development:

Mental toughness, decision-making skills, and ability to handle pressure.

➤ Technical/Tactical Development:

Mastery of football skills and understanding of game strategies.

➤ Socio/Emotional Development:

Ability to work in a team, leadership skills, and emotional control.

6. Selection Process

The selection process will be as follows:

➤ Talent Identification:

Talent identification is gathered through a network of NNSWF technical experts at games, training sessions, and in various tournaments and events on a continual basis. The Northern NSW Football's Talent Development Team and members of Northern NSW Football's Talent ID network play a crucial role in this process. The Northern NSW Football's Talent ID app is a key source of data collection at matches or training either within or without the club environment. For example, the Northern NSW Football Talent ID network have the ability and technology to log identification data from school matches, external training sessions, sanctioned matches, friendly matches, modified formats of the game such as Football Five5 or Summer Football etc. This capability ensures a more comprehensive and holistic approach to the identification of talent and data collection. Open trials will usually not be held.

➤ Observation:

Members of the Northern NSW Football's Talent Development Team and members of Northern NSW Football's Talent ID network will observe players during matches and training sessions.

➤ Shortlisting:

Based on observations, members of the Northern NSW Football's Talent Development Team will shortlist players for further consideration.

➤ Standby or Train On Players:

Northern NSW Football, at its discretion, may choose to identify and name standby or train on players if deemed necessary. These players are identified as such but may not be automatically selected if a change to the final squad is required.

➤ Final Selection:

The final team will be selected from the shortlisted players. Northern NSW Football will determine the dates by which each team will be announced to the public.

7. Coach Identification and Selection

The Northern NSW Football Technical Director is solely responsible for appointing coaching staff for Northern NSW Football's representative teams. This may include advertising, asking for expressions of interest, targeted identification, or using internal staff members. The qualifications and experience required will vary depending on the tournament/event that Northern NSW Football is competing in. Working with children checks and coach child safe inductions are compulsory for all staff and will be required prior to starting any engagement with Northern NSW Football. Coaches will also form part of the player selection panel and can be relieved of their duty at any stage as determined by the Technical Director.

The base requirements for any coach appointment to a Northern NSW Football representative team are:

- Minimum C-Diploma
- Current paid Working With Children Check
- Ability to identify and develop the player behaviours identified in the Northern NSW Football Player DNA
- The willingness and ability to balance team success with individual player development and identification at higher levels

8. Female Coaches for Female Teams

Northern NSW Football will strive to appoint female coaches to female representative teams where possible. However, the priority will always be to provide the best coach to help the players and the team perform. At least one member of the coaching staff appointed to each female Northern NSW Football representative team will be female.

9. Selection Panel

Teams will be selected by members of the NNSWF Talent Development Team in conjunction with each respective team head coach and assistant coach. Consultation will be had with all relevant club and member zone technical directors and other external experts as identified by the Northern NSW Football Technical Director from time to time. The Northern NSW Football Technical Director will have the final say on all selections.

10. Selection Notification

Northern NSW Football will establish the selection notification dates for all representative squads. NNSWF reserves the right to make changes to these squads at any time in the event of an injury, non-payment of fees, or behaviour not fitting of a NNSWF representative.

11. Appeals

Players who are not selected have the right to appeal the decision. Appeals must be submitted in writing to the Northern NSW Football Member Federation within seven days of the team announcement. All appeals will be heard by a panel of three individuals consisting of a member of the NNSWF Technical Team, a member of Northern NSW Football's Executive Leadership Team, and an independent panel member. Each panel will be determined by the Northern NSW Football chief executive officer. All decisions made by the panel will be by a majority vote and will be final.

12. Review

This policy will be reviewed annually to ensure it remains relevant and effective. Please note that this is a general policy and may need to be adapted to suit specific circumstances or requirements. It's also important to ensure that the policy is implemented fairly and consistently.