



New Zealand Golf **Selection Policy**



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Introduction

The objective of this document is to outline the processes and criteria used to select the best possible New Zealand representatives, whether that be as an individual, team or Talent Development Programme member.

The Selection Policy is presented in four distinct sections. Section one describes the eligibility requirements for selection into New Zealand Representative Teams and the Talent Development Programme.

Section two defines the selection criteria for selection into New Zealand Representative Teams while section three outlines the criteria for selection into New Zealand Golf's Talent Development Programme. It is important to note this delineation between New Zealand Team Representation and membership to the Talent Development Programme.

A player does not need to be a member of the Talent Development Programme to be eligible for selection into New Zealand Representative Teams, just as being a member of the Talent Development Programme does not guarantee selection into New Zealand Representative Teams.

Section three is split out to identify the Talent Development Programme phases. This is to give a guide of the performance mastery levels, standards and behaviours, a player will be developing to reach the corresponding phase.

Section four outlines the process of selection.

Eligibility

To be eligible for selection in any New Zealand Golf Representative Team(s) or the Talent Development Programme a player must:

- Be a financial member of a club affiliated to New Zealand Golf.
- For New Zealand Representation, the player must be a New Zealand citizen.
- For selection into the Talent Development Programme the player must be a New Zealand citizen or hold a New Zealand residency permit and have demonstrated that application for citizenship has been lodged with New Zealand Internal Affairs.
- Demonstrate a genuine desire to reside in New Zealand and play for New Zealand.
- Have a tournament playing schedule primarily made up of recognised tournaments from the New Zealand Golf Order of Merit and/or the World Amateur Golf Ranking system.
- Comply with any applicable age prescription.
- Comply with the WADA and Drug Free Sport New Zealand anti-doping codes <https://www.wada-ama.org/en/what-we-do/the-code> <http://drugfreesport.org.nz/>.
Comply with the New Zealand Golf Code of Conduct Policy and Disciplinary Policy.

In addition

A New Zealand player living overseas who retains their New Zealand citizenship and does not represent another country in any tournament or event within the 12 months preceding selection of a New Zealand Representative Team will be eligible for selection in that team provided they fulfil the criteria above.

Players living overseas will not be considered for selection into the New Zealand Golf Talent Development Programme (including the National Academy Programme) except in special circumstances and at the discretion of New Zealand Golf.



Selection: New Zealand Team Representation

This section defines the criteria for selection into New Zealand Representative Teams, such as, but not limited to:

- **Men:** World Junior Boys Championship, Sloan Morpeth Trophy, Claire Higson Trophy, Nomura Cup, and the Eisenhower Trophy (World Amateur Team Championship)
- **Women:** World Junior Girls Championship, Tasman Cup, Junior Tasman Cup, Queen Sirikit Cup, Astor Trophy and the Espirito Santo (World Amateur Team Championship)

Selection Criteria

A player's performance will be tracked over time; particularly during the events listed within the New Zealand Order of Merit (NZOOM) and the World Amateur Golf Rankings (WAGR) system. While rankings will be monitored, so will individual event results and overall stroke averages. Performance tracking will also take into account the playing environment, level of competition and official category level of each event to help compare one set of event results to another.

Also considered in selection:

- Performance in previous New Zealand Representative Teams and Traveling Squads (where applicable)
- Playing and performance statistics (with a focus on performance at the relevant level to the selection being considered)
- Suitability of the individual's game for each competitive venue
- Event type: stroke play vs. match play
- The player's ability to cope with the demands of travel
- The ability for a player to fit into a team environment
- The player's attitude and conduct on and off the course
- The player's desire and pride in representing New Zealand
- Qualities as an ambassador of New Zealand Golf
- Any discipline issues.

Event Category and Selection Criteria

Only a select number of events on the international playing schedule are considered full New Zealand Representative Team events, as outlined above.

For all other events, players will travel as squads or individuals representing New Zealand Golf as National Academy or Traveling Squad Members. Selection to these events is managed by the High Performance Manager.

Athletes Living Overseas

Player's living overseas who meet the eligibility criteria and wish to be considered for selection:

- The High Performance Manager will maintain regular contact with offshore players and seek confirmation of future availability for representation
- Upon request players are responsible for making their availability known to the New Zealand Golf High Performance Manager
- If attending college outside New Zealand, notice of availability must be accompanied by written certification from the player's coach/team

manager/relevant authority that should they be selected in a New Zealand team they will be released from college commitments for the time necessary to travel to and compete in the event, and to attend a preparation camp if required

- Players must regularly forward statistics and results about tournaments played or provide necessary information to the High Performance Manager. The High Performance Manager, along with the two selection panels, will actively monitor offshore players' performance.

Conditions of Selection

A player's selection in a New Zealand Representative Team is conditional on:

- **Provincial Representative Golf**
Where the player has shown commitment to provincial golf, the player must have made themselves available for selection in provincial teams whenever reasonably possible (however, this is not at the detriment of educational requirements, attendance at a New Zealand Golf selection event, New Zealand representation at an International event or at the detriment of the well being of the player) Appendix 1 defines the phrase "commitment to provincial golf."
- **Recent Tournament Participation**
The player will need to show a current (within the last 3-6 months) relevant level of tournament play that will allow for performance comparisons against others to be considered for selection.
- **Selection Events**
Ideally a player will have played a reasonable number of events that appear on the NZOoM and WAGR lists during the 12/24 months previous to selection.
- **Availability for Team Preparation**
The player should make all reasonable efforts to be available for, and commit to, any team preparation programme prescribed by New Zealand Golf. This includes non-golf preparation such as physical conditioning and mental skills training
- **Health**
If requested to do so the player must return a Medical Certificate from a doctor nominated by New Zealand Golf stating that they have no health problems or conditions which will adversely affect their fitness to travel or their potential to perform to their best ability.
- **Code of Conduct/Player Agreement**
The player must sign a New Zealand Golf Code of Conduct/Player Agreement and return it to the High Performance Manager by the specified date. In signing the code of conduct the player agrees to abide by the code and acknowledges that failure to do so may result in removal from the Representative Team.

NOTE: Failure to comply with any of the above may impair a player's selection for New Zealand Golf Representative Teams. New Zealand Golf reserves the right to amend this criteria at any time.

Selection: **The New Zealand Golf Talent Development Programme**

Programme Overview

The New Zealand Golf Talent Development Plan describes in detail the Talent Development Programme's four phases, where the phases sit on the National Participant Pathway and the type of support provided within each phase and tier.

It is possible for players to be selected into the Talent Development Programme at any phase; it is not a rigid 'stepping stone' based pathway. Supporting the improvement of a player's performance mastery, the ability to 'play the game', remains the primary focus throughout the programme phases.

A player is selected into the programme based on the belief and understanding they have the potential to improve, and reach for their goals. A player's potential may get them selected, but it will be the establishment of world class daily habits, the ongoing desire and commitment to improve, and evidence of that improvement, that will see them re-selected or promoted within the programme.

Other Player Support Options

From time to time situations may arise that require an individualised approach to player support rather than a squad based approach. Such occasions will most often be when a highly ranked player no longer resides in New Zealand but has a strong desire to represent New Zealand and has remained committed to their ongoing development.

Such a player may well be entering their final phase of amateur play as they look toward a progression into professionalism. Any such player will be assessed and offered support on a case by case scenario. For a player to be considered they would most likely be an incumbent national representative or someone who is reaching the performance mastery, and shows the behavioural traits, at the level of a tier one or rookie professional.

Selection

The phases of the programme that require selection are Phase 2, 3 and 4. Selection criteria in this section is broken down into each phase of the programme. (Phase 1- please see your District Selection Policy for criteria of the District Talent Development Programme).

Phase Two: National Junior Talent Identification, Verification & Development

Overview

Groups of emerging young players will be brought together for continued support through National Junior Training Camps and/or New Zealand Golf Junior Traveling Squads.

Selection Considerations

Players will be selected into this level of programme support based on both current performances and the belief they have the potential to improve. A long-term view is taken to selection at this level.

Players selected into this tier of support will likely have met at least two of the following criteria in the previous 18 months.

The criteria below is intended to provide a guide of the performance mastery, skills, standards and behaviours required to achieve selection.

PHASE 2	National Junior Talent Identification, Verification & Development	
	Boys	Girls
Performance Mastery	Domestic stroke average <73	Domestic stroke average <74
	Top 5 placing in at least one National age based event (NZ U19s, North Island U19s and South Island U19s)	Top 5 placing in at least one National age based event (NZ U19s, North Island U19s and South Island U19s)
	Top 5 placing in the North Island and/or South Island Stroke Play	Top 5 placing in the North Island and/or South Island Stroke Play
	Top 3 placing in at least one Regional Stroke Play Championship	Top 3 placing in at least one Regional Stroke Play Championship
Developing Skills, Standards & Behaviours	A player is open to learning and developing their skill mastery and performance behaviours while striving to become a New Zealand Representative	
	A player has the desire to continue to develop their skill mastery while building competition experience	
	A player has the desire to learn from opportunities provided (eg training camps, international age based events)	

While this chart provides a guide, ultimately, selection into this tier is at the discretion of New Zealand Golf.

Phase Three: The National Academy Programme

Overview

A decentralised player development programme for those players deemed most likely to go on to represent New Zealand and succeed on the world stage.

This programme phase groups players into two distinct tiers. Tier Two is the gateway into the National Academy, it is for players who have shown great potential but may still have some way to go before representing New Zealand at senior level or turning professional. They have been identified as emerging talent but they will still have developmental gaps that need to be addressed while they strive to improve their on-course performance's.

A Tier One player has addressed the majority of their developmental gaps. While they are still on their skill mastery journey they have shown deep engagement in their programme and have a number of competitive performances that show evidence of this growing mastery. This evidence will likely include strong international performances.

National Academy, Tier 2

Selection Considerations

The criteria below is intended to provide a guide of the performance mastery, skills, standards and behaviours required to achieve selection.

Players selected into this tier of support will likely have met at least two of the following performance mastery criteria in the previous 18 months.

PHASE 3	NATIONAL ACADEMY – TIER 2	
	Men	Women
Performance Mastery	Domestic stroke average <72 & international stroke average <73	Domestic stroke average <73 & international stroke average <74
	Top 600 in the R&A World Amateur Golf Ranking	Top 600 in the R&A World Amateur Golf Ranking
	Top 15 placing in at least two international events (WAGR Elite, A, B or C)	Top 8 placing in at least two international events (WAGR Elite, A, B, C, D or E)
	Top 5 placing in at least three National events (NZ Stroke Play, NZ Amateur, NZ U19s, North/South Island Stroke Play & all Charles Tour events)	Winner of at least two National events (NZ Stroke Play, NZ Amateur, NZ U19s North/South Island Stroke Play)
Developing Skills, Standards & Behaviours	A player is open to learning and developing their skill mastery and performance behaviours while striving to becoming a world class player.	
	A player will likely have, or will be committed to building, a coaching team around them to support their ongoing development. This team will identify their skill gaps across the performance areas (technical, tactical, physical, mind and person)	
	A player is or has the desire to build, with the help of their coaching team, a complete year-round training plan and playing schedule that has a long-term development focus.	

While this chart provides a guide, ultimately, selection into this tier is at the discretion of New Zealand Golf.

National Academy, Tier 1

Overview

Players who are engaged in their own individualised and complete long-term player development programme; have the greatest potential to succeed on the world stage and who have the potential to represent New Zealand at the World Amateur Team Championships in the next 1-2 years. Tier 1 players will likely have shown a desire to eventually play and succeed as a professional golfer.

Selection Considerations

The criteria below is intended to provide a guide of the level of performance mastery as well as the standards and behaviours required to achieve selection.

Players selected into this tier of support will likely have met at least two of the following performance mastery criteria in the previous 18 months.

PHASE 3	NATIONAL ACADEMY – TIER 1	
	Men	Women
Performance Mastery	Domestic stroke average <71 & international stroke average <72	Domestic stroke average <72 & international stroke average <73
	Top 125 in the R&A World Amateur Golf Ranking	Top 100 in the R&A World Amateur Golf Ranking
	Top 10 placing in at least two international events (WAGR Pro, Elite, A, B or C)	Top 8 placing in at least two international events (WAGR Pro, Elite, A or B)
	Won National events (NZ Stroke Play, NZ Amateur & all Charles Tour events)	Top 5 placing in at least one international event (WAGR C or D)
	Top 3 placing at National events	Winner of at least two National events (NZ Stroke Play, NZ Amateur, North/South Island Stroke Play)
	Top 5 placing at the Asia Pacific Amateur Championship	Top 5 placing at the Queen Sirikit Cup
	Top 5 placing at the Nomura Cup	Top 5 placing at the Women's Asia Pacific Amateur Championship
	Top 10 placing at the Eisenhower Trophy	Top 10 placing at the Espirito Santo Trophy
Developing Skills, Standards & Behaviours	A player has a connected support team around them that covers all performance areas (technical, tactical, physical, mind and person)	
	A player has a complete year-round training plan that has a long-term development focus	
	A player understands commitment required and is starting to display this in their daily habits and behaviours lived on and off the golf course	
	A player shows they have the desire and motivation to develop their own organisational skills to take personal responsibility for their own playing schedules. The skills a player needs to develop is planning, financial management, media management and adaptability to different cultures and environments	
	A player is motivated and committed to developing their skill mastery and learns to balance their development while striving for optimal performance in targeted key events.	

While this chart provides a guide, ultimately, selection into this tier is at the discretion of New Zealand Golf.

Phase Four: Rookie Professional Assistance

Overview

This programme phase is intended to provide assistance to selected rookie professionals as they continue to refine their skills and further their experience on the international stage during their first year(s) at the professional level. The support provided at this phase ensures there is continued support to bridge the gap between the National Academy Programme and establishing their professional career.

Players who have the greatest potential to succeed on the world stage and who are, or will be, transitioning to the professional ranks onto a recognised professional tour.

Selection Considerations

The criteria below is intended to provide a guide to the level of performance mastery as well as the standards and behaviours required to achieve selection.

Players selected into this tier of support will likely have meet at least two of the following performance mastery criteria in the previous 24 months.

PHASE 4	ROOKIE PROFESSIONAL ASSISTANCE	
	Men	Women
Performance Mastery	International stroke average <71	International stroke average <72
	Top 75 in the R&A World Amateur Golf Ranking	Top 50 in the R&A World Amateur Golf Ranking
	Top 10 placing in at least two international events (WAGR Pro, Elite or A)	Top 10 placing in at least two international events (WAGR Pro, Elite, A or B)
	Top 5 placing in at least three international events (WAGR B or C)	Top 5 placing in at least three international events (WAGR C or D)
	Winner of at least two National events (NZ Stroke Play, NZ Amateur & all Charles Tour events)	Winner of at least two National events (NZ Stroke Play, NZ Amateur)
Developing Skills, Standards & Behaviours	A player understands what they need to do (preparation and planning) to perform their best.	
	A player understands commitment required which is reflected in their daily habits and behaviours lived on and off the golf course.	
	A player doesn't let performance get in the way of their development and doesn't use development as an excuse to limit performance.	

While this chart provides a guide, ultimately, selection into this tier is at the discretion of New Zealand Golf.

Selection Process

Selection of New Zealand Representative Teams is the primary objective of the National Selection Panel. The role of the selector is governed by the Selectors Position Description. Selectors report directly to the High Performance Manager. The Panel consists of two male selectors for men's golf and two female selectors for women's golf.

Selection into the Talent Development Programme phases and/or New Zealand Golf traveling squads will be led by the High Performance Manager. For such selections the National Selection Panel will be consulted as will the National Talent Development Programme service providers. Input from Regional Talent Development Coordinators, or a similarly identified regional / district position (or person) will also be considered when finalising these selections.

Player interviews may be conducted to assist the selection process. These interviews may be conducted at national events and / or development camps.

The High Performance Manager will make the final recommendations to the Chairman of New Zealand Golf for ratification at the conclusion of the selection period / named event.

Membership to the National Academy

The National Academy year runs from 1 May to 30 April the year following. The High Performance Manager will notify the newly selected and returning players during the month of May by phone or at an event where appropriate.

Commitment will be made to players for terms specific to each tier of the programme. Generally the National Academy will be reviewed twice a year, but players may be added to, or removed from, the Academy at any time.

There are no set numbers for players to be selected in the National Academy tier 1 or 2 programme. Players who have reached the desired level of performance mastery and display the necessary behavioural and organisational traits, may be included in the National Academy programme.

Removal from the National Academy

A player will be removed from the National Academy if:

- They do not demonstrate full commitment to the National Academy and adhere to their agreed development plan
- They do not comply with Drug Free Sport New Zealand Anti-Doping Rules, New Zealand Golf Discipline Policy or the New Zealand Golf Athlete Agreement
- Performance standard does not warrant continued support

The High Performance Manager will inform players being removed from the National Academy in person. If investigation is required into the continuing suitability of an player, the player may be suspended from the programme and from receiving support during the time the investigation is conducted.

Appeal Process

- i) A player who is eligible for selection to represent New Zealand in a "first team" event and who fails to obtain selection may appeal the decision of the selectors
A player wishing to appeal must give written notice of the appeal (**Appeal Notice**) to the CEO of New Zealand Golf within five (5) working days of any public announcement of the selection in question
- ii) Within two (2) working days of the CEO receiving the appeal notice, the CEO shall consult with the player and arrange a meeting between the player, the CEO and their representatives (if any) at which meeting the parties shall endeavour to resolve the appeal by further discussion. Such meeting (which may be held in person, by telephone or such

other agreed means) shall be held as soon as possible and within ten (10) working days of the appeal notice being received by the CEO

- iii) The meeting referred to in point iii shall be held on a confidential and without prejudice basis so that the content of it may not be used in the appeal referred to in points iv and v
- iv) If the appeal is not resolved in the meeting held pursuant to point iii and the athlete wishes to proceed to a hearing, the player shall file an application for appeal with the Sports Disputes Tribunal of New Zealand (the **Tribunal**). Any appeal to the Tribunal shall be lodged within two (2) working days of the meeting referred to in point iii
- v) The appeal to the Tribunal shall be heard and determined in accordance with the rules of the Tribunal and may only be made on one or more of the following grounds:
 - (a) The selection criteria has not been properly followed and/or implemented;
 - (b) The player seeking selection was not afforded a reasonable opportunity to satisfy the applicable selection criteria;
 - (c) The selection decision was affected by actual bias; or
 - (d) There was no material on which the selection decision could reasonably be based.

Right to Amend

New Zealand Golf Reserves the right to amend this policy at any stage. Notification of amendment will be made via the New Zealand Golf website.

Appendices

Appendix 1

Commitment to Provincial Golf

- i. New Zealand Golf will assist in the management of the playing schedules of National Academy and NZ representative golfers. New Zealand Golf actively promotes players to support their province and will encourage players to be available for provincial fixtures where possible. It is important to recognise that the definition of provincial support means availability for selection for a set of nominated fixtures, not an obligation to play every fixture on the provincial calendar.

The players schedule should be a shared plan to which the province will be party. Provincial representation will be one consideration for selection into the National Academy and New Zealand Teams; with respect to this the main criteria will be a positive commitment to play provincial golf.

- ii. Provinces and Districts will be responsible for formalising availability arrangements with players who are not formally in the New Zealand Golf National Academy; New Zealand Golf encourages the same approach as per point 1, that is developing a shared club, province and player plan with respect to tournament schedules.
- iii. Considering the points above there will be provincial fixtures for which "first choice players" are not available because of participation in other events (domestic and international), development camps or because a period of rest has been prescribed. We encourage clubs, districts and provinces to view this as other sports do, as an opportunity to field developing golfers in upper level provincial golf.

These opportunities are important within the player development pathway, that is, they provide stepping-stones for developing golfers and a means by which to transition into senior teams.