

CWCC Senior Selection Policy 2023

Purpose of this policy

To explain the selection process with a focus on club and player development through adherence to the CWCC's Strategic Plan and excellent communication.

From the Strategic Plan 2022-2025

Our Vision – To be the **destination** club that is **inclusive, nurturing** and **successful**.

Our Mission – To provide an **inclusive** environment that **respects our history** and encourages our people to be their best.

Chairman of Selectors

The CWCC Committee will appoint a Chairman of Selectors (CoS). The CoS will be independent of as many players as possible. The CoS is to ensure the following;

1. That captains consider the current club Vision and Mission at every selection,
2. That where captains do not agree the CoS provides a casting vote (with Club Vision and Mission at fore of mind) on player selection,
3. That the CoS helps in contacting prospective players where required, and
4. That jointly, the CoS and relevant captain(s) directly communicate selection results and reasons to senior and junior players (and parents) relatively new to/from each team. (See Communication below)

Selection process

- Prior to selection night, each team captain will correspond with their players to ascertain availability for the upcoming game
- Selection of all four senior men's teams will take place collaboratively between the four captains (or their proxy) and the CoS (or proxy) where required
- Selection will be made in descending order starting with first division and finishing with fourth division
- In the event of a potential conflict of interest regarding the selection committee, the club president will mediate with the parties prior to any selection decisions
- Once team selections are finalised the selection panel (captains and CoS) will remain publicly united in their selections

Captains flexibility

It is acknowledged that captains perform a critical and at times difficult role in the cricket club. To make the captains job easier and facilitate team success there needs to be a certain amount of flexibility afforded to them in the selection process and on game day. The quest for short term team success needs to be balanced with the long term success of the club by nurturing young, new and sometimes less experienced players into a higher grade. The potential to thwart young, new and less experienced players confidence when played in those higher grades also needs to be carefully considered in the decision process.

Player evaluation

- Quantitative – statistic based, averaging 20 in last four bats, scored two 40 plus partnerships etc.
- Qualitative – observations made by the captain or CoS of the player, what roles are available in the team being selected and how does that suit the player, recent player performance i.e. bowling well in partnership without taking wickets.
- Cultural – training attendance, function attendance, contributions etc.
- Player confidence and readiness – players own view and the selection panel's view.
- Team balance – experience and team success vs youth and the clubs future

- **Player communication** – It is the players responsibility to advise the captain of their availability on a game by game basis. (See also Communication 1. below) Accidental player omission from a named team because of a player not effectively communicating their availability will be considered the fault of the player and out of control of the selection process. This situation is neither good for the player, team or club.

Junior selection

Where there is potential for a junior player to be played in a senior grade within a role that they would normally fulfill in their junior team, captains should discuss this option with the junior player (and parents initially) prior to selection. Playing juniors in these key roles for large parts of the season shows the captains faith in them and in turn fosters loyalty to the club.

If a surplus of players are available for selection, no preference is given to senior players in front of regular junior players, with selection based on issues already mentioned.

Fielder only role

No player (junior or senior) shall be knowingly selected in a 'fielder' only role unless the player has been consulted and agreed to the role on selection night, and they have been given the option to play in a lower grade.

Communication

1. It is expected that **captains** will establish a mode of communication accepted by all potential team members to enable both captains and players to notify of (among other things) their availability on a game by game basis. (the default method being the captains ring and get a response from each player individually – just leaving a message for the player does not constitute a response)
2. **Players** are expected advise the captain, by the method outlined at 1 above (or another mutually agreed method), of their availability by the Tuesday (1s and 2s) or Thursday (3s and 4s) prior to each game
3. Players changing grades and players considered but not promoted. Before final teams are posted these players need to be consulted by the **Captain and CoS** about;
 - a. The team they are selected in
 - b. The reason(s) for the selection including how that selection fits within the club and team plan, and
 - c. What is required to improve their chances of future selection at a higher grade.
 - d. During the consultation the player should be given the opportunity to provide their feedback/comment.
4. Notification of selected teams. At the completion of the communication steps listed above the **CoS** is to ensure that the teams are posted to My Cricket (Play HQ) and a notice posted in the Blues Messenger chat.
5. Player queries or objections to selections – In the event that **anyone** has a query or an objection regarding their selection, they are strongly encouraged to speak with a relevant captain in the first instance or the CoS. As a last resort players may also speak with the President. The success of this selection policy and the CWCC generally is dependant on excellent communication, respectful communication.

Team selection during finals matches

- In the lead up to finals, selection decisions are to be made in line (always within the guiding principles mentioned above) with the best interests of those teams still in finals contention
- The selection committee will continue to meet and conduct the selection process in finals regardless of the number of teams participating in finals.