



Coach Selection Policy

This document sets out the process used by ISSNZ to select coaches for major events: ISU Junior and Senior Events - 4 Continents, World Cups, World Tours, World Championships, and other events as chosen at the discretion of ISSNZ.

Coaches and managers are asked to abide by all ISSNZ policies. All coaches and managers are required to have completed police vetting with no concerns identified.

1. Principles of Selection

ISSNZ wishes to ensure that we are contributing strongly to an increased likelihood of success on the international stage.

ISSNZ will seek gender equality in its selection of coaches for events wherever possible.

2. Selection Process

ISSNZ has authority to select all coaches and managers for major events.

ISSNZ seeks to select coaches who demonstrate high levels of commitment toward their own continuous learning and improvement. Additionally, coaches who demonstrate a holistic sense of care for skaters, show a proven willingness to travel to

pinnacle domestic and international events, and a broader support of ISSNZ's camps and relevant programmes are also important factors that will be considered.

The ISSNZ Board shall have the right to make objective and subjective assessments in making their decisions and to weight each assessment on a case-by-case basis, without in any way creating any form of precedent relevant to the determination of any subsequent case. The size of the team/number of coaches may change depending on the event, age group and available budget but the process.

ISSNZ will always be fair and transparent. In selecting coaches to represent New Zealand, they will be guided by the philosophy outlined above. Other criteria, which will be communicated, may also apply for certain trips. Coaches should also be aware that they are required to sign ISSNZ's code of conduct and align to all our other related policies as a part of their coaching responsibilities.

Coaches and managers must:

- Be New Zealand citizens or permanent residents, or eligible for and able to demonstrate active pursuit of New Zealand citizenship;
- Have been continuously resident in New Zealand for at least six months prior to the start of the event for which they are selected; or
- If temporarily resident outside the New Zealand, be able to demonstrate to ISSNZ's satisfaction that New Zealand remains their home residence;
- Be members in good standing with ISSNZ;
- Agree to be bound by the ISSNZ Code of Conduct and any other applicable code of conduct;
- Once selected, maintain communication with athletes representing New Zealand.

Coaches and managers will be selected according to the following:

- Preference will be given to coaches who have skaters who have been selected to compete at the respective event(s)
- Coaching qualifications achieved to date
- Experience as a coach, manager and/or skater or other role in the sport
- Active involvement with the sport in the New Zealand
- Time and availability to attend events
- Ability to work in a team.
- Other criteria as set out for any specific event.

ISSNZ reserves the right to select coaches or managers from outside the pool of applicants. If ISSNZ is unable to fulfill gender-specific criteria from an available pool of applicants, a chaperone may be substituted.

ISSNZ may remove coaches or managers if, in its estimation, the coach or manager is not sufficiently assisting skaters, exhibits conduct detrimental to ISSNZ, or other legitimate reasons exist for such a removal.

A call for Coaches/Managers will be made prior to August 30 after ISSNZ has selected qualified skaters for the upcoming season. An expression of interest from coaches and managers must be received no later than September 14. Appointments for each event will be announced prior to September 30.

If there is an event that falls prior to these deadlines or was not on the original “qualified races” list the Board may approve it and proceed with coach/manager selection as a single event. The same process will apply for these events as well. If a selected coach/manager cannot attend their event the Board has the right to will appoint an appropriate substitution.