



# AGE GROUP AND TALENT SELECTION POLICY

2024-25

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Canterbury Cricket is committed to being the leader in identifying and developing people to perform at the highest level of international cricket for the BLACKCAPS and WHITE FERNS. This commitment starts and finishes with our philosophy in identifying the right people, and the quality training environments we foster.

# Purpose

The purpose of this Policy is to provide a level of clarity and transparency in directing the selection of all age group teams and squads for Canterbury Cricket. This policy will also apply to the selection of the Canterbury Cricket winter and academy programmes.



### Procedure

This policy and procedure shall be maintained and approved in respect of accuracy, completeness and relevance by the Chief Executive and the General Manager – Performance



### Confirmation

The Chief Executive of Canterbury Cricket shall confirm this policy and procedure is conforming to the requirements of the organisation



### Annual Review

This Policy shall be reviewed annually and at times when significant events require changes to be made to this document

# Policy

Canterbury Cricket is committed to transparent, well planned and consistent selection of all representative age group teams and squads. This document sets out the policy and procedures adopted by Canterbury Cricket for effective process in selection.

## MALE AGE GROUP REPRESENTATIVE SIDES AND PROGRAMMES

### Men's Under-19

T20 and One-day Teams and National Tournament Squad

### Boy's Under-17

T20 and One-day Teams and National Tournament Squad

### Male Academy Players of Interest

### Other teams

As required by the General Manager - Performance

## FEMALE AGE GROUP REPRESENTATIVE SIDES AND PROGRAMMES

### Women's Under-19

T20 and One-day Teams and National Tournament Squad

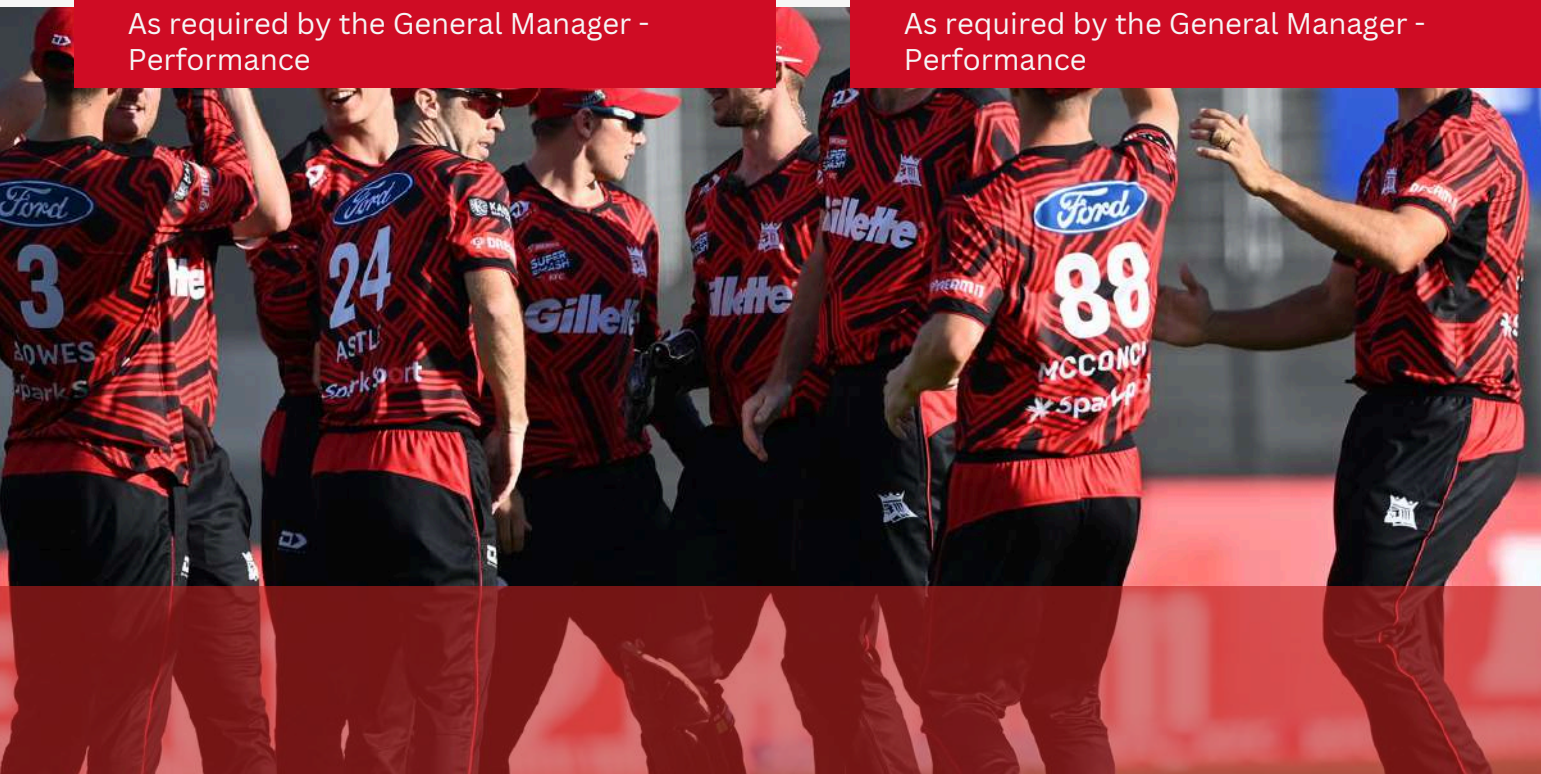
### Girls's Under-17

T20 and One-day Teams and National Tournament Squad

### Female Academy Players of Interest

### Other teams

As required by the General Manager - Performance



## AGE GROUP AND TALENT SELECTION POLICY / 5

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The CCA Talent and Transition Lead and CCA Talent Scouts even with best intentions are unlikely to see all Club, School, and/or District Cricket. As a result, Canterbury Cricket will seek to use identified Club, School, and District Association Coaches to assist with the scouting of CCA Players of Interest and emerging talent. In addition to selection input, the CCA Talent and Transition Lead and CCA Talent Scouts will attend a series of scheduled scouting checkpoint meetings throughout the domestic season to summarise players viewed thus far, as well as their perceived form and readiness for Canterbury age group representative teams. Checkpoint meetings will be presided over by the CCA Talent and Transition Lead or General Manager - Performance.

The selection of winter training squads, academies and other specialist Performance squads, will be led by the the CCA Talent and Transition Lead or General Manager – Performance, with direction from talent identification feedback from the CCA scouting network.

The respective Convenors are expected to communicate with individual players on selection issues. Where any player who played in the previous match is to be omitted, the Convenor is required to inform him/her of his/her non-selection prior to the team announcement. During the National Age Group Tournaments, the Head Coach is expected to play the same role.

The Panel will determine the size of any off-season preparation squads.

# Talent Identification

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The Canterbury Cricket Scouting Network was formed to bring together knowledgeable people with extensive cricket experience and an eye for identifying talented young players from an unbiased standpoint. The scouting network will monitor and feedback on all underage boys' and girls' cricket in Canterbury during the 2024-25. This ensures that Canterbury Cricket casts a wide net to identify potential players for the Canterbury U17 and U19 programs and age group academies, as well as those who have the potential to represent Canterbury in the future.

Members of the Scouting Network will try to identify players from their own and opposing teams. We will occasionally consult with knowledgeable people outside of the scouting network to gather additional information on players of interest.

## THE 8 CHARACTERISTICS

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### WORK ETHIC

Demonstrate their strong desire for improvement through hard work.

### VULNERABILITY

Do they want to learn. Prepared to be in the learning pit/being uncomfortable, not afraid to make mistakes.

### TEAM FIRST

Selfless attitude/help teammates/peer coaching.

### SELF DRIVEN

Setting goals, staying motivated, overcoming setbacks, seeking new challenges

### TALENT

That makes them unique

### TECHNIQUE

Good basics, balance, hand-eye coordination, skill attributes

### TACTICAL

Game sense, decision making, skill attributes

### PHYSICAL & WELLBEING

Athleticism, speed, balance, anthropometry, healthy lifestyle

# Selection Philosophy & Criteria Overview

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Every team selected for Canterbury is selected to win on the field. Canterbury teams win in the right way, with COURAGE, RESPECT and INTEGRITY as inspirational leaders and role models of the game in our region.

Key consideration will be given to the long-term development and learning opportunities for every player. Selection will also be determined by the outlined criteria and the perceived best team available for any fixture based on all game related factors; format, conditions, opposition, team balance, player health and wellbeing, previous player performance.

If at any stage there is a borderline selection decision between two players, selection weighting will be shifted to the player perceived as having the higher performance potential in respect to international honours.

Significant and consistent performances are a key factor in any selection. However alongside relevant statistics, execution of individual role in the team and progress against areas of identified development are also factors to consider.

## CANTERBURY U19 MEN SELECTION CRITERIA

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The Canterbury Cricket U19 programme is a pathway for identified players with the potential to play domestic First-Class cricket for Canterbury, and internationally for the BLACKCAPS. It is an opportunity for players to fulfil their development needs and is a programme that prioritises player development over team results.

### ELIGIBILITY

Players must be aged 18 or under on 31 August 2024. CCA will not consider players under the age of 16.

Those not holding New Zealand residency/nationality may be considered depending on circumstances but with agreement of GM Performance.

### SELECTION CRITERIA

Player is deemed to have the potential to play First Class cricket

Player provides a skill set that ensures an appropriate “team balance” is achieved.

Player possesses a skill set that aligns with an identified need within the NZC and/or CCA succession planning.

Player can consistently perform the skills of their role, and the opportunity to be involved in the programme is deemed “suitable” for their development.

Player has shown skills in competitions (e.g., school, club, rep) which have resulted in “significant” performances and is supported by statistics that show potential for higher honours.

Player regularly demonstrates character traits essential for future performance development (e.g., openness to learning, inner drive, positive attitude, collaborative, resilience & self-regulation, perseverance & determination, accountability, committed to “team first” philosophy).

Player has the physical capability, skill, and mental capacity to develop and manage the playing and training demands of the U19 Programme.

Player is currently involved in secondary or tertiary education, and if not, is engaged in a form of non-athletic holistic development which fosters skills, attributes and values that will assist the player to achieve success in life, regardless of the success they achieve in sport.

## CANTERBURY U17 BOYS SELECTION CRITERIA

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The Canterbury Cricket U17 programme is to provide identified players with opportunities for their development. It is an opportunity for players to fulfil their development needs either through participation in a national tournament or Canterbury Bi-Series and is a programme that prioritises player development over team results.

### ELIGIBILITY

Players must be aged 16 or under on 31 August 2024.

Those not holding New Zealand residency/nationality may be considered depending on circumstances but with agreement of GM Performance.

### SELECTION CRITERIA

Player is deemed to have the potential to play First Class cricket

Player provides a skill set that ensures an appropriate “team balance” is achieved.

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Player has the physical capability, skill, and mental capacity to develop and manage the playing and training demands of the U19 Programme.

Player is currently involved in secondary or tertiary education, and if not, is engaged in a form of non-athletic holistic development which fosters skills, attributes and values that will assist the player to achieve success in life, regardless of the success they achieve in sport.



## CANTERBURY U19 WOMEN SELECTION CRITERIA

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The Canterbury Cricket U19 programme is a pathway for identified players with the potential to play domestic First-Class cricket for Canterbury, and internationally for the WHITE FERNS. It is an opportunity for players to fulfil their development needs and is a programme that prioritises player development over team results.

### ELIGIBILITY

Players must be aged 18 or under on 31 August 2024. CCA will not consider players under the age of 16.

Those not holding New Zealand residency/nationality may be considered depending on circumstances but with agreement of GM Performance.

### SELECTION CRITERIA

Player is deemed to have the potential to play First Class cricket

Player provides a skill set that ensures an appropriate “team balance” is achieved.

Player possesses a skill set that aligns with an identified need within the NZC and/or CCA succession planning.

Player can consistently perform the skills of their role, and the opportunity to be involved in the programme is deemed “suitable” for their development.

Player has shown skills in competitions (e.g., school, club, rep) which have resulted in “significant” performances and is supported by statistics that show potential for higher honours.

Player regularly demonstrates character traits essential for future performance development (e.g., openness to learning, inner drive, positive attitude, collaborative, resilience & self-regulation, perseverance & determination, accountability, committed to “team first” philosophy).

Player has the physical capability, skill, and mental capacity to develop and manage the playing and training demands of the U19 Programme.

Player is currently involved in secondary or tertiary education, and if not, is engaged in a form of non-athletic holistic development which fosters skills, attributes and values that will assist the player to achieve success in life, regardless of the success they achieve in sport.

## CANTERBURY U17 GIRLS SELECTION CRITERIA

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The Canterbury Cricket U17 programme is to provide identified players with opportunities for their development. It is an opportunity for players to fulfil their development needs either through participation in a national tournament or Canterbury Bi-Series and is a programme that prioritises player development over team results.

### ELIGIBILITY

Players must be aged 16 or under on 31 August 2024.

Those not holding New Zealand residency/nationality may be considered depending on circumstances but with agreement of GM Performance.

### SELECTION CRITERIA

Player is deemed to have the potential to play First Class cricket

Player provides a skill set that ensures an appropriate “team balance” is achieved.

Player possesses a skill set that aligns with an identified need within the NZC and/or CCA succession planning.

Player can consistently perform the skills of their role, and the opportunity to be involved in the programme is deemed “suitable” for their development.

Player has shown skills in competitions (e.g., school, club, rep) which have resulted in “significant” performances and is supported by statistics that show potential for higher honours.

Player regularly demonstrates character traits essential for future performance development (e.g., openness to learning, inner drive, positive attitude, collaborative, resilience & self-regulation, perseverance & determination, accountability, committed to “team first” philosophy).

Player has the physical capability, skill, and mental capacity to develop and manage the playing and training demands of the U19 Programme.

Player is currently involved in secondary or tertiary education, and if not, is engaged in a form of non-athletic holistic development which fosters skills, attributes and values that will assist the player to achieve success in life, regardless of the success they achieve in sport.

# Selection & Scouting Panels

Name	Title	Role in selection
Ant Sharp	General Manager - Performance	Ensures selection process is upheld for all representative teams (non-voter)
Richard Pithey	CCA Talent and Transition Lead	Head of Selection - Men's Under 19; Women's Under-19; Boys Under-17; Girls Under-17, all age group and pathways squads/groups and academies
Amy Satterthwaite	Female Pathways Coach	Selector - Women's Under 19; Girls Under-17; all female age group and pathways squads/groups and academies
Fred Anderson	CCA Pathways Coach Canterbury Men's Under 19 Head Coach	Selector - Men's Under 19; Boys Under-17; all male age group and pathways squads/groups and academies
TBC	Canterbury Men's Under 19 Assistant Coach	Selector - Men's Under 19
TBC	Canterbury Women's Under 19 Head Coach	Selector - Women's Under 19
TBC	Canterbury Women's Under 19 Assistant Coach	Selector - Women's Under 19
TBC	Canterbury Boy's Under 17 Head Coach	Selector - Boy's Under 17
TBC	Canterbury Boy's Under 17 Assistant Coach	Selector - Boy's Under 17
TBC	Canterbury Girl's Under 17 Head Coach	Selector - Girl's Under 17
TBC	Canterbury Girl's Under 17 Assistant Coach	Selector - Girl's Under 17
Keryn Ambler; Tim Gruitjers; Dennis Aberhart; Mike Johnston; Garfield Charles; Shane Gilkison	Canterbury Male Pathway Scout	Provides scouting information to Canterbury male age group selection on status and development of identified players (non-voter)
Paul Knight; Felicity Leydon-Davis; Jaime Linton; Katie Midwood	Canterbury Female Pathway Scout	Provides scouting information to Canterbury female age group selection on status and development of identified players (non-voter)

## SELECTION PANELS

### Canterbury Men's Under 19 teams

Talent and Transition Lead (Convenor)  
 CCA Pathways Coach  
 Canterbury Men's Under 19 Head & Assistant Coach  
 General Manager – Performance (non-voting, ensuring selection philosophies adhered to)

### Canterbury Women's Under 19 teams

Talent and Transition Lead (Convenor)  
 Female Pathways Coach  
 Canterbury Women's Under 19 Head & Assistant Coach  
 General Manager – Performance (non-voting, ensuring selection philosophies adhered to)

### Canterbury Boy's Under 17 teams

Talent and Transition Lead (Convenor)  
 CCA Pathways Coach  
 Canterbury Boy's Under 17 Head & Assistant Coach  
 General Manager – Performance (non-voting, ensuring selection philosophies adhered to)

### Canterbury Girl's Under 17 teams

Talent and Transition Lead (Convenor)  
 Female Pathways Coach  
 Canterbury Girl's Under 17 Head & Assistant Coach  
 General Manager – Performance (non-voting, ensuring selection philosophies adhered to)

# Schedules & Training Programmes