

# Women's National Selection Policy

Revised October 2022



**CRICKET  
IRELAND**

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## 1. SCOPE

This policy applies to all Cricket Ireland (CI) women's senior teams and sets out the mandatory 'minimum' standards for selection process, player contract process, communications, and recruitment of the National Selectors ('the Selectors').

## 2. INTRODUCTION

### 2.1 Purpose

The purpose of the policy is to enable the Selectors to select Ireland's women's senior teams, make recommendations for player contracts, and to support the vision and strategic objectives of Cricket Ireland.

### 2.2 Confidentiality

The Selectors and any other members of the Selection Committee shall keep confidential all discussions about players, contracts and selection of any teams under the auspices of Cricket Ireland.

## 3. STRUCTURE OF THE NATIONAL SELECTION COMMITTEE

3.1 The Selectors will comprise:

-  An independent National Selector ('the Chair')
-  National Women's Head Coach

Ex-Officio non-voting members:

- Women's Team Operations Manager: They will act as the administrator for the committee and attend all meetings, record minutes which will be signed off by the Chair at the next meeting, book meeting room/set-up video conferencing via Zoom as required and will circulate meeting details to all attendees (outlined in Section 3 of this selection policy) in a timely manner.
- Women's Talent Scouts: who shall be appointed by the High Performance Director and will include all Super Series Head Coaches, Assistant and National coaches, National Academy Manager and Talent Pathway Manager.
- Performance Support Services: such as the Physiotherapist, Strength and Condition Coach and Performance Analyst may be required to attend meetings and report on players, at the invitation of the National Selector
- High Performance Director: may attend meetings having oversight of the Committee, ensuring selection is being made in line with the Policy and inputting on competition schedules and budget related areas.
- International Teams Operations Manager: will deputise for the Team Operations Manager should they be unavailable.

3.2 All Selectors carry one vote each, if necessary the National Head Coach shall have a second and casting vote.

3.3 The National Selector is accountable to the High Performance Committee and Board of CI on all matters relating to selection.

## 4. ROLES AND RESPONSIBILITIES

### 4.1 The National Selector

The principal responsibilities of the National Selector are to:

- ④ Convene meetings via the Women's Team Operations Manager, and manage the selection of the Ireland senior teams, Ireland Performance Squad (IPS), Ireland A-team and Academy/Development Squads.
- ④ Attend meetings of the Ireland Team Management Group and CI High Performance Committee as determined from time to time by the High Performance Director and Chair of the HP Committee.
- ④ Convene meetings to consider and recommend men's playing contracts on an annual basis.

### 4.2 Selectors

The principal responsibilities of the Selectors are to:

- ④ Select the senior playing and training squads respectively, for all International matches and competitions.
- ④ Whilst the Selectors select Ireland squads and replacement players, the National Head Coach and Ireland Captain will be responsible for the selection of the final XI on match days. If the National Head Coach and Ireland Captain are unable to reach agreement over the final XI the National Head coach will decide.
- ④ Identify an Ireland 'Performance Squad' (IPS) and Ireland Academy/Development Squad.
- ④ Liaise closely with the Head Coach, Assistant Coaches, High Performance Director, National Academy Manager and Performance and Pathway Coach, and Super Series head coaches in identifying and selecting young cricketing talent within the IPS and Academy squads.
- ④ Along with Super Series head coaches, select the core Super Series squads annually.
- ④ Although the Ireland women's captain is not a National Selector, she should closely be consulted by the national head coach throughout the process of selecting Ireland squads.

### 4.3 Contracts

- ④ The Selectors are responsible for making recommendations for the award of Ireland International and Retainer player contracts. There will be several category bands for women and a Player's Band allocation will determine their remuneration for the relevant Contract period.
- ④ When CI is banding Players, the overriding criteria is an assessment of a Player's likely playing value to CI for the Contract period for which those Players are to be banded.
- ④ The Selectors will recommend whether a Player should be offered a multi-year contract, and this will be subject to budget projection in future years and subsequent management and Board approval.

- ④ An appraisal will be undertaken by the Head Coach twice a year, which will set targets and progression for each Player, and these will be considered in an assessment of each player with regard to a Player's Contract band.
- ④ In making the assessment, the criteria are based on the following:
  - The Performance of the player across all formats over the preceding 12 months for Ireland, Ireland A and their Super Series team.
  - The general performance of the player over the previous two years.
  - The general well-being, health and fitness of the Player.
  - The deemed potential of the player over the period of the contract across all formats, taking into account their skill-sets, and taking into account the weighting of formats determined by CI.
- ④ For the purposes of determining a Player's overall banding against the criteria outlined in this clause 4, in each Contract Year, CI will band Players against the criteria in respect of:
  - (a) One Day cricket; and
  - (b) Twenty20 cricket.
- ④ Each form of the game will receive a weighting that is appropriate for the schedule the following year, which will be discussed and agreed between CI and ICA at least two weeks in advance of selection. Each Player's scores from each format will be combined to provide an aggregate score which will determine the Player's overall ranking, which will determine which band the Player is placed into.
- ④ By early December in the year before the new contract year, the Selection Committee will meet to assess eligible players under the criteria set out. Each player will be assessed and ranked in accordance with the criteria and in accordance with those assessments; the Selection Committee will assess the CI Player bands. Allocation of contracts will be based on the CI Player bands.
- ④ At the end of this process the CEO, HPD and National Head Coach will review the recommendations to ensure there are no anomalies and if necessary, and only in exceptional circumstances, will they consider any changes to the banding.

#### 4.4 Captaincy

- ④ The Selectors will recommend a suitable candidate for the captaincy of Ireland teams to the High Performance Director. Once approved by the High Performance Director, the recommendation must then be approved by the CI Chair and Chief Executive and once approved the National Selector will formally invite the nominated player to captain Ireland.
- ④ If the recommendation is not approved by the High Performance Director, CI Chair and Chief Executive, the National Selector will be required to meet with the High Performance Director and the Selectors to consider another player for recommendation to the CI Chair and Chief Executive.

- 🌐 Once the Captain has been appointed, the High Performance Director will liaise with the CI Media & Communications Manager to prepare a media release and if appropriate a press conference. The press conference will be led by the High Performance Director with where possible the National Selector and National Head Coach in attendance.

## 5. PROCESS OF NOTIFICATION TO PLAYERS OF SELECTION

Notification of selection will follow this process:

- 5.1 For home matches, players should be notified of selection at least two weeks prior to the fixture unless there are exceptional circumstances.
- 5.2 For away matches, tours or tournaments, players should be announced ideally at least four weeks prior to departure.
- 5.3 The Selectors should look to select at least one week prior to these deadlines.
- 5.4 Following selection, the squad should be confirmed without delay by the Chair in writing to the Women's Team Operations Manager, International Teams Operations Manager and the High Performance Director.
- 5.5 Within 48 hours from selection the National Head Coach will contact (face to face) any CI contracted player, or any player who would reasonably expect to have a good chance of selection, that the player has NOT been selected for an upcoming match/tour and the reason for the decision of the selectors. If 'face to face' contact is not possible, the National Coach should speak to the player by person-to-person telephone or Skype/Zoom conversation. If circumstances prevent the National Head Coach from undertaking this, the Chair will inform the player(s) in person or by a telephone call.
- 5.6 As a last resort should the player prove un-contactable the National Head Coach will leave a voice message on the player's mobile phone.
- 5.7 The National Head Coach will then confirm this by text/phone/email to the Women's Team Operations Manager.
- 5.8 The Women's Team Operations Manager will draft a selection email for approval by the International Teams Operations Manager, the High Performance Director, the Chair of Selectors and National Head Coach. The Women's Team Operations Manager will then distribute this selection email once approval has been received from all parties above. The selection email shall issue within 24 hour of this approval, to the selected squad copying in all other CI contracted players, and forward to the CI Media and Communications Manager for media release production and distribution, and announcing on the CI website and social media platforms as soon as possible.

*\* If for any reason the National Head Coach is unavailable to contact those not selected, this action will be carried out by the National Selector or the Assistant Coach.*

## 6. Selection of National Selector

### 6.1 Recruitment process

- 🌐 The position of National Selector will be advertised on the CI website and will be a part-time employed position.
- 🌐 Applications will be submitted from which a short-list will be produced by the High Performance Director.
- 🌐 A panel, selected by the High Performance Director, will interview the short-listed candidates and subsequently appoint the National Selector.

**7. Quorum**

Two Selectors will form a quorum.

If one is unable to attend the National Selector will nominate a replacement.

*Last updated February 2023*