



# Wellington Golf Incorporated

## POSITION DESCRIPTION – SELECTOR

<b>Position Title:</b>	<b>WGI Selector; Wellington Golf Teams</b>
<b>Accountable to:</b>	Board of Wellington Golf, through the Match Committee Chair, Wellington Golf Inc
<b>Support:</b>	Operations Staff, Wellington Golf Inc Team Managers of the Teams to be selected Squad and Team Coaches as appointed by Wellington Golf
<b>Purpose of Role:</b>	As a member of the WGI Selection Panel, select Wellington Golf teams to compete in nominated events in the WGI representative programme and to achieve the objectives as set by the Board.  Teams include:  Men's – Senior, Masters, U19 Boys  Women's – Senior, masters, U19 Girls
<b>Key Requirements:</b>	<u>Essential</u> <ul style="list-style-type: none"> <li>• Experience of selecting golf or other sports team at a club or higher level.</li> <li>• Ability to establish an environment where players have confidence in the selection processes adopted with transparency evident in teams selected.</li> <li>• A willingness to be prepared to make and justify tough decisions and to be accountable for those decisions.</li> <li>• A commitment to attend and be visible at WGI and other events which will contribute to player confidence in the selection process.</li> <li>• Strong interpersonal and communication skills including the ability to effectively liaise with players, coaches and administrators.</li> </ul> <u>Desirable</u> <ul style="list-style-type: none"> <li>• Ideally, a selector will have previous participation at a Provincial level or higher but is no longer competing at that level</li> </ul>
<b>Key Relationships:</b>	<ul style="list-style-type: none"> <li>• Match Committee, Wellington Golf Inc</li> <li>• Operations Staff, Wellington Golf Inc</li> <li>• Team Managers and Coaches of Wellington Golf Team</li> <li>• Squad and Team members</li> </ul>
<b>Specific Roles:</b>	<ul style="list-style-type: none"> <li>• As part of the Selection Panel establish the "selection policy" for the year that defines the selection criteria and the WGI events which will be used to measure performance in the selection process.</li> <li>• Together with the Team Managers and Coaches, ensure all players are aware of the selection policy and criteria for selection.</li> </ul>

	<ul style="list-style-type: none"> <li>• Contribute to developing, with the Team Managers and Coaches, the desired team and performance culture amongst the teams, squads and individuals who represent Wellington Golf.</li> <li>• Implement the selection policy fairly, consistently and without bias thereby promoting an environment where players have confidence in the selection processes with transparency evident in teams selected.</li> <li>• Select all squads and teams as required, with the input of the Team Managers and Coaches, as well as other experts as may be considered necessary.</li> <li>• Understand the impact of non-selection on players and ensure proper communication and feedback is given to those players so as to maintain good morale within the squads.</li> <li>• Attend provincial representative events as required by Wellington Golf, assist the Team Manager as necessary and provide written reports to the WGI Match Committee.</li> <li>• Provide all necessary feedback on players, performance and results to the other selectors, team managers and coaches on a timely basis.</li> </ul>
<p><b>Selection Policy Guidelines</b></p>	<p>The objective of these guidelines are to ensure consistency in Selection Policies and enable selection of the best team possible to represent Wellington Golf in the event for which the team is being selected.</p> <p>It is the role of the Selection Panel to assess players against a Selection Criteria, which should be based on:</p> <ul style="list-style-type: none"> <li>• <u>Player performance</u> <ul style="list-style-type: none"> <li>- Results from WGI events and club open tournaments as defined in the selection criteria</li> <li>- Performances in WGI Interclub competitions</li> <li>- Results from National and other provinces events</li> <li>- Past performance as a WGI representative (if applicable)</li> </ul> </li> <li>• <u>Player Commitment to team culture and behaviours</u> <ul style="list-style-type: none"> <li>- Demonstrated behaviour</li> <li>- Course and personal management</li> <li>- Attendance at WGI Coaching programmes and Interprovincial Squad Preparation programmes.</li> <li>- Ability to function and contribute within the team environment</li> <li>- Adherence to the Rules and Etiquette of Golf and the Wellington Golf code of conduct</li> </ul> </li> <li>• Other personal attributes that may be taken into account in certain circumstances, including a player's future potential and contribution to Wellington Golf.</li> </ul> <p>The Selection Policy should also set out minimum requirements where relevant as well as the key events that should be prioritised into compulsory, discretionary or possible attendance so that players have a clear understanding of what is expected of them.</p>