



Major Games Technical Official Nomination Policy

Introduction

This policy details the process through which Triathlon Ireland (TI) will select Technical Officials (TOs) for nomination to World Triathlon (WT) to be part of the Triathlon Officiating Team at any Major Games.

Major Games are defined as the Olympic Games, the Paralympic Games, the Commonwealth Games, and the Pan American Games (or others as designated by WT)

WT determines both the required qualification level for Officials eligible for selection to officiate at any Major Games, along with the number of TOs that can be appointed to the Officiating Team. WT has the final decision on all Officials' appointments and only accepts Officials that they recognise as being of the required qualification level. Triathlon Ireland will determine the selection process through which Officials are nominated to WT for selection to any Major Games Officiating Team, in line with the WT requirements.

It is TI's objective to run a fair and transparent selection process for Officials wishing to Officiate at any Major Games, as well as nominating a team of dedicated Officials who, over the last three years, have contributed to the Triathlon Ireland Officiating programs domestically and have demonstrated a capability to Officiate at the highest standard.

Major Games Nomination Policy

1.0 Eligibility

To ensure the maximum number of Triathlon Ireland Technical Officials possible are selected for any Olympic and Paralympic Games, the selection criteria must be understood. Triathlon Ireland and WT will select the Triathlon Officiating Team for any Olympic and Paralympic Games based on the following requirements.

1.1 World Triathlon Eligibility Requirements

WT will use a number of criteria in selecting Technical Officials to Officiate at Major Games, including:

- Officials must be recognised by WT, as of the 1st of January of the year preceding the event, as being the desired qualification level included in WT's call for officials.
- There must be gender balance.

1.2 Triathlon Ireland Eligibility Requirements

Officials must meet the following criteria to be eligible for nomination by TI to WT to Officiate at Major Games:

- The Official must be a current member of, and in good standing with Triathlon Ireland.
- The Official is not subject to an on-going disciplinary action
- The Official must have World/Europe Triathlon Elite/Para-triathlon events experience from the past three years with 2020 and 2021 considered as 'frozen' years.
- The Officials must, over the last three years, have contributed to the domestic Officiating programs and have demonstrated a capability to Officiate at the highest standard.
- The Official must meet all WT eligibility requirements.
- The Official must be available for the entire competition.

2.0 Application and Selection

2.1 Application Process

The application process for TOs to be nominated for Major games is:

1. WT sends a call for officials for Major Games - the call will include the dates the TO must be available for, eligibility criteria, and the maximum number of officials that may be nominated.
2. TI will ask for expressions of interest (EOI) from all eligible TO's with a closing date for submission. Any EOIs received after this date will not be considered. Failure to submit an EOI will be taken as the TO not having interest in attending the Games and TI is not required to follow up to confirm interest.
3. All eligible TOs who submitted EOIs will move on to the selection process for nominations.

2.1 Selection Process

The selection process for TO's to be nominated for Major Games is:

1. The Technical Programme Lead will apply the eligibility criteria to each application to form the 'short list'.
2. The Selection Committee, if necessary, will apply the TI Selection Criteria (see section 2.2) to the shortlist applicants to determine the most suitable short listed Official(s) who will be nominated to WT.
3. TI will notify all successful applicants which of their applications were selected for nomination to WT.
4. TI will notify all unsuccessful applicants that they were not nominated at this time.
5. WT will inform Triathlon Ireland of the Official(s) who have been selected to any Major Games Technical Official Team, along with sending a formal notification of appointment to each successful Technical Official.
6. TI will inform Officials who have been unsuccessful in their appointment by WT and confirm with the Officials who were successful with their appointment(s).

The final decision on the composition of the Technical Officials' Team is expected by the Executive Board of the WT on a specific date which will be communicated to Triathlon Ireland.

If the shortlist consists of equal to or less than the maximum number of nominations then the entire shortlist will be nominated and no Selection Committee is needed

2.2 TI Selection Considerations

The following selection considerations will be consulted but are not limiting when reviewing Officials on the short list:

- The Official's WT Technical Official Level
- The Official's experience Officiating at international events
- The Official's experience of roles when Officiating at international events
- Gender quotas
- The Official's contribution to local and national events over the past three (3) seasons.
- Availability of opportunities
- The Official's Para-triathlon Officiating experience as *relevant*

Triathlon Ireland is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employee, volunteer or member receives less favourable treatment on the grounds of the race, colour, nationality, ethnic origin, gender or gender identity, sexual orientation, disability, pregnancy, religion or belief.

3.0 Selection Committee

The Triathlon Ireland Major Games Technical Official Selection Committee members can be made up of the following:

- CEO/Operations Manager
- Technical Programme Lead
- Technical Committee Chair or alternative Technical Committee/TI Staff member as decided by the Technical Programme Lead where a conflict of interest exists with the Chair.

No member of the selection committee can have a conflict of interest or be applying for any position, whether paid or voluntary, at any Major Event or Olympic and Paralympic Game.