



## **Policy Proposal – League Coordinator Transformation to Selection Committee**

The purpose of this policy is to ensure HTCECA makes significant stride in senior teams moving up in the KNCB league level.

While the board firmly believes in the potential of the players and the leader, it is important to install a performance governance in place to improve our chances. This also brings focus to work together in achieving strategic priorities of the club and our commitment to our sponsors

### **Our target for 2025**

1. At least one of the two OV teams is promoted to EK
2. At least one of the 3e teams is promoted to 2e class (if we have more than one team in 3e)
3. Ensure youth with potential gets to play in senior team

In order to achieve this we need to manage our player/resources efficiently. We firmly believe Selection committee will help us achieve this in a structural manner.

### **League Coordinator transforms as Selection Committee**

Based on the observations from the LC's pilot in past years, and considering the increase in number of players in the club, we propose to increase the number of people in the League Coordinator role and call it a selection committee to empower committee with duties relating to team selection and performance management

Primary responsibility of the selection committee is to ensure senior teams performs to their potential during the season. To achieve this the selection committee has the following key operational responsibilities

- Select the pool of players for all senior teams (including T20)
- Identify leaders from each team and propose the captain nominees to the board

- Monitor performances of all senior teams throughout the league and make necessary changes in consultation with respective captains
- Focus on youth transition to senior teams
- Ensure fair utilization of all registered players. Keep the board informed in case of unavoidable exceptions
- Selection committee also has the mandate to act on matter relating to player on-field behavior and discipline and integrity which has negative impact on the club

## **Selection Committee Construct**

1. Selection Committee appointed by the board will consist of 3 members
2. One of the members will be the LC (League coordinator)
3. LC will be the interface to the Captains and Players on performance and utilization related topics
4. All 3 members of selection committee will discuss all matters brought to the attention of the committee and conduct regular reviews together
5. The selection committee will implement decisions taken through consensus. In case they are unable to come to an decision, Vice-Chairman of the board will support the decision making on behalf of the board.
6. Board (via Vice Chairman) is periodically informed on key decisions as deemed by the selection committee

### **Eligibility Criteria for Selection Committee Member:**

1. Technical game awareness
2. Has led the team and has good people management skills
3. Can work in tandem with the board to achieve set performance target for the year
4. Minimum 4 years of association with the club in any formal capacity
5. Board members cannot be a selection committee member.

6. Member of the selection committee cannot be a Captain or Vice-Captain of the Senior team in the same year.

### **Tenure of the Selection committee**

1. Selection committee will have a tenure of 2 years
2. Board can decide to terminate before the end of tenure due to performance reasons
3. Tenure of the selection committee can be extended by the board at the end of the tenure with approval from Members

### **\*\*\* End of Policy Proposal – League Coordinator Transformation to Selection Committee \*\*\*\***

## **Addendum**

### **HTC Player selection Policy**

#### **How do we achieve this ?**

Each team should have a dedicated 16 player squad who are fully committed to practice sessions and attendance to the nets session as important.

Player should be available for almost 90% of the season.

Fitness matters, we encourage players to compete in the higher with level of fitness it demands.

- a. Probable(s) for each team will be selected during the off season.
- b. Captains will be chosen from that.
- c. Selection Committee to appoint a fitness coach from each squad to provide the KPIs during off season
- d. Fitness coach keep the selection committee informed about off season progress.

- e. Squads will be flexible and not only bound to one team. Selection committee authorized to use the required skills across the teams on demand.
- f. Progressive transition of youth will be entertained as per KNCB rules and regulations.

All these (but not limited to) will be the basis in team selection which will be formalized by the end of February.