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# NATIONAL TEAM SELECTION POLICY

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08 AUGUST 2019  
NAMIBIA VOLLEYBALL FEDERATION  
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## **Preamble**

1. This selection policy applies to Mini, Junior and Senior National teams in both male and female categories to represent Namibia at international level in line with CAVB/FIVB completion qualifying criteria. The selection policy also applies to the selection of regional teams to compete in the NVF Volleyball Age Group Championships:
  - 1.1 National Youth Volleyball Championships
  - 1.2 National Junior Volleyball Championships
  - 1.3 National Mini Volleyball Championships
  - 1.4 Namibia Open Beach Volleyball Championships
2. Selection of teams/athletes to compete in the CAVB and FIVB Volleyball Age Group African and World Championships is to be determined by the Selection Committee in line with the CAVB/FIVB competition qualifying criteria.
3. The policy shall be applied by the NVF Selection Committee, which shall make recommendations to the NVF board for ratification. A separate Selection Committee shall be appointed for each gender consisting of:
  - 3.1 NVF Competition Director
  - 3.2 NVF Referees Director
  - 3.3 NVF Development Director
  - 3.4 NVF Coaches Director
  - 3.5 NVF Beach Volleyball Director
  - 3.6 NVF Corporate volleyball Director
  - 3.7 NVF School volleyball Director
  - 3.8 NVF Sitting volleyball Director
  - 3.9 Head coach/s of the relevant team/program
4. The NVF Executive shall appoint a Chairperson of the Selection Committee amongst the NVF Directors before any selection is conducted.
5. If a member of the Selection Committee has a direct coaching relationship or other close connection with a team or athlete being considered for selection, that person shall not take part in the selection decision concerning that team or athlete.
6. The criteria listed below shall be applied in each selection decision. However, the weight given to each criterion shall be totally at the discretion of the Selection Committee, and the weight may vary dependent on the selection decision being considered, and the timing of that decision.
7. The date for the making of the various selection decisions are listed below as indicative and these may change at the recommendation of the Selection Committee.



8. The Selection Committee may propose any amendments to this policy to the NVF board at any time. Such amendments shall only be valid when adopted by the NVF board.

### **Teams/Players Selection criteria**

In making the selection decisions, the Selection Committee shall take into account the following selection criteria:

- a) NVF, CAVB and FIVB eligibility criteria.
- b) Individual and team international results for the past 3-4 years as appropriate.
- c) The observed ability of the athletes to achieve the best results in the event concerned in the selection decision.
- d) The observed potential for development as individuals for future competition.
- e) The athlete's commitment to the volleyball competition and to being a future National player, and to following the national direction as specified by the NVF High Performance guidelines and pathways.
- f) The athlete's availability to compete in and prepare for the competition concerned and in particular availability to attend national training camps as required.
- g) Timely provision to the NVF Development Director and team head coach as required of the athlete's performance plan, injury and fitness and competition readiness status, and their commitment to performance monitoring reporting.
- h) Injury status and competition readiness.
- i) The athlete's general discipline/behaviour.

### **Technical Team Selection criteria**

In making the selection decisions, the NVF Executive shall take into account the following selection criteria:

- a) Individual coaching qualification and or experience accompanied by the past national or international results for the past 2-3 years as appropriate.
- b) The coach's ability to develop the team and individual players for future events.
- c) The coach's availability to prepare the team for the competition concerned.
- d) The coach's general discipline/behaviour.
- e) The involvement of the coach in local volleyball and their record at club level

### **Selection Timelines**

Selections shall be completed no later than 5 days before the closing date for entries for the relevant event. The exact dates shall be announced in accordance with timetables/calendar announced by the NVF, CAVB and FIVB.






## **NVF Eligibility Criteria**

In order to be chosen by NVF as a member of a national team to compete in international events (including international events held in Namibia) each athlete must:

- a) Have a current and valid Namibian passport;
- b) Not have represented another country in any sport for the preceding two years;
- c) Be or be eligible to immediately become, a registered and paid up member of a Regional Volleyball Association that is a member of NVF (as the term "member" is defined in the NVF constitution);
- d) Be compliant with all applicable anti-doping policies, including those of FIVB, NNOC, NSC and NVF;
- e) Be free of any injury or illness which has the potential to impair, inhibit or prevent the athlete from performing at the requisite level; and
- f) Be compliant with any eligibility guidelines published from time to time by the CAVB, FIVB, NSC or the NVF, including rules and guidelines which apply to eligibility to represent Namibia in the sport of Indoor or Beach volleyball.

## **Appeals**

1. The sole ground upon which an athlete may appeal his or her non-selection in a team or for an event are:
  - a) The selection policy has not been properly followed or implemented.
  - b) The athlete was prevented from having a reasonable opportunity to meet the selection criteria.
  - c) There was no material on which the decision of the athlete's non-selection could reasonably be based.
  - d) Observation is made that the athlete's non-selection was on grounds of race, colour, or ethnic origin, religion, gender or political opinion, social or economic status.
2. Any appeal from an athlete against his or her non-selection by NVF Selection Committee shall be resolved according to the following procedure:
  - a) The appeal shall be heard by the NVF Appeal tribunal.
  - b) The appellant must be the athlete who has not been selected.
  - c) The appellant must give written notice, including grounds of his or her appeal to NVF Executive within 48 hours of being informed of the selection committee's decision.
  - d) The Appeal Tribunal shall comprise the following persons, as appointed by the NVF board of Administration:
    -  NVF legal Commission Director (solicitor) who shall act as chair;
    -  A person with a thorough knowledge of the sport and who preferably has had recent international competition experience in the sport; and
    -  One other person of experience and skills suitable to the function of the Appeal Tribunal.



- e) No person is eligible to be appointed to the Appeal Tribunal if he or she is member of the NVF board or the Selection Committee, or if by reason of his or her relationship with the appellant or any member of the board or Selection Committee he or she would be reasonably considered to be other than impartial.
- f) The Appeal Tribunal shall convene a hearing as soon as possible after the submission of the ground of appeal. The Appeal Tribunal is not bound by the rules of evidence but must observe the principle of natural justice and procedural fairness.
- g) Prior to the hearing the Selection Committee shall provide the Appeal Tribunal and the appellant with a written statement as to the reasons for the decisions against which the appeal is made.
- h) The Appeal Tribunal shall give its decision within 48 hours after the hearing and may provide the NVF Executive and the appellant with a statement of the reasons for its decision.
- i) The NVF Executive or the Chair of the Appeal Tribunal may impose any other procedure for the appeal which, in either's belief, is fair and appropriate in the circumstances.

The decision of the Appeal Tribunal shall be final and binding on the parties. Failure to observe the above time limits shall render any appeal a nullity provided that an athlete may apply to the NVF Executive for an extension of time in which to commence an appeal. The NVF Executive has discretion whether to grant an extension of time, although shall only do so in circumstance where the delay is caused by extenuating circumstance outside the control of the athlete concerned.

On behalf of Namibia Volleyball Federation (NVF):

Hillary Dux Imbuwa

President

Liina Matheus

Secretary General