



## RUGBY CANADA INTERNAL NOMINATION PROCEDURES 2020 TOKYO OLYMPIC GAMES MEN'S 7S TEAM

### Introduction

The purpose of this document is to set out the process that will be used by Rugby Canada to select athletes to the 2020 Tokyo Olympic Games Rugby 7s team.

This selection process has two objectives:

- Select eligible Players to form a Player Pool.
- From the Player Pool, select the best possible teams for specific events. While some objective criteria will be used to select teams, it is also recognized that there are significant subjective elements. Subjective elements include such factors as performance, experience, positional requirements, leadership and team culture.

### International Federation Criteria

The team will consist of 12 players, and 1 P accredited athlete (13<sup>th</sup> athlete). In the event of a discrepancy between the Rugby Canada Internal Nomination Procedure and the Qualification Criteria as published by World Rugby, World Rugby shall prevail. In the event World Rugby makes any changes to their Olympic Games Qualification Criteria, Rugby Canada will be bound by those changes and if such a change necessitates other changes to this internal nomination procedure, Rugby Canada shall make those changes and inform all affected athletes and the Canadian Olympic Committee at the earliest opportunity.

### Responsibilities of Rugby Canada, Coaches and Players

Rugby Canada: to recognize the importance of having a sound team selection policy; the importance of communicating the selection criteria to athletes; and the appropriate implementation of the policy.

Coaches: to be aware of the performance criteria and use their experience, expertise and technical knowledge to support Rugby Canada in the development of a clear and comprehensive team selection policy.

Players: to understand the team selection criteria and, if necessary, immediately request further information from the coaching staff and Rugby Canada to ensure clarity of the requirements for team selection.

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## Player Eligibility

In order to be eligible for nomination to the 2020 Tokyo Olympic Games all athletes must:

- Be Canadian Citizens as per Rule 41 of the Olympic Charter.
- Have a valid passport that expires no sooner than February 9<sup>th</sup>, 2021
- Be a member in good standing of Rugby Canada
- Sign and submit the 2019-2020 Rugby Canada Athlete Agreement
- Be in compliance with all relevant World Rugby requirements for eligibility
- Sign and submit the COC Athlete Agreement and Tokyo 2020 Conditions of Participation Form no later than June 1<sup>st</sup>, 2020.
- Must not be serving a period of ineligibility for an anti-doping rule violation or be under a provisional suspension following the assertion of an anti-doping rule violation by either Rugby Canada, the Canadian Centre for Ethics in Sport or any other Anti-Doping Organization.

## Selecting the Pool of Athletes: (Talent Identification)

The Head Coach of Rugby Canada's 7s program and assistant coaches, in consultation with the High-Performance Leadership Group will identify a pool of players that meet the selection criteria (see below)

*Note: National team talent identification and selection is an on-going process. A summary of the 2019-2020 selection by month is found in Appendix 1.*

## Selection Tournaments (2017-2020)

- World Rugby Women's Sevens Series events
  - Dubai, South Africa, New Zealand, Sydney, USA, Canada, Hong Kong, Singapore, London, Paris
- Major Games, including:
  - 2018 Commonwealth Games
  - 2018 Rugby Sevens World Cup
  - 2019 Pan American Games
- Maple Leaf's sevens events, including but not limited to:
  - South America 7s
- Senior Men's XV's International Competitions from 2017 - 2020
- University 7s Competitions
- U18 7s Maple Leaf Tournaments, and international competitions including but not limited to:
  - Youth Olympic Games Qualifiers
  - U18 Invitational
  - Rugby Canada Pacific Pride competitions

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Players with potential may be identified in the following manner:

- Performance at National Championships – Age Grade and Senior
- Performance at other domestic competitions including University 7s
- Recommendations from Provincial / Regional HP Coaches
- Members of our Ontario and British Columbia based development academies
- National team selection camps and open try-outs.
  - The national coach shall have complete discretion in determining which athletes will be invited to national team try-outs.

### Team Selection Criteria

In order to be considered for selection, athletes must meet the attributes as per below and as indicated in the Player Evaluation System in Appendix 2:

### OFF FIELD ATTRIBUTES

- Demonstrates commitment to a lifestyle conducive to the training and preparation for/and playing of international rugby sevens.
- Demonstrates positive attitudes towards the sport, the national team and Rugby Canada.
- Demonstrates commitment to travel, training sessions, competitions, any and all activities, commitments and functions related to the national team and the High-Performance program.
- Exhibit the ability to adapt to new training environments, e.g., teammates, coaches, support staff, venues, etc.
- Show a positive attitude toward teammates, coaches, support staff, and Rugby Canada.
- Demonstrates commitment to participating in injury reduction and management programs
- Consistently perform in international competition at a level that has a positive impact on the team reaching its goal of winning World Rugby events and medals.
- Demonstrates self-motivation, confidence, determination and goal-oriented nature.
- Demonstrates flexibility and adaptability to change.
- Demonstrated positive attitude including coachability, desire to improve personal skills, and desire to contribute to team objectives.

### ON FIELD ATTRIBUTES

- Meet and maintain fitness requirements as determined by the National Team Head Coach, Strength and Conditioner and Medical team staff.
- Demonstrates the ability to play within a team environment, including the ability to contribute to and enhance team performance.
- Demonstrates athletic ability, aerobic capacity, endurance, speed, strength and power.
- Demonstrates rugby skills and techniques including passing (on and off the floor), catching, tackling, contact skills, unit skills (scrums and lineout's), restarts and kicking.

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- Demonstrates the ability to read and respond to situations in the game and makes correct decisions under pressure
- Attacking and defensive skills.
- Aggressive and assertive play
- Mental toughness under pressure

### TEAM PLAY ATTRIBUTES

- Demonstrates willingness to work effectively and cooperatively in the team environment.
- Contributes to overall team cohesiveness and implements the agreed game plan.
- Effective communication with coaching staff and other players both on and off the field.

### FOR NON-CENTRALIZED ATHLETES

- Commit to NSM7s training programs
- Commit to compete at sevens competitions
- Commit to training and assessment

### Non-Compliance with Selection Criteria

The national head coach may remove a player from the national team at any time if they do not meet the provisions of the selection criteria. In order to remain on the national team, players must commit to the annual training and competitive programs as outlined by the national coach. In regard to injuries, the national coach may remove a player after consultation with team medical personnel. A written report may be provided upon request.

Players will be invited to the centralized program (August 2019-September 2020). This group will be involved in the training environment and be the primary selection pool for the World Rugby Men's Sevens Series events and invitational tournaments. Along with periodic physical, technical, tactical and psychological assessments, these tournaments will be used to determine the selection pool for the 2020 Tokyo Olympic Games.

### Final Team Selection

On **June 5<sup>th</sup>, 2020** the Head Coach 7s, in consultation with his Assistant Coaches and High-Performance Leadership Group, shall select a pool of 24 players for continued consideration for the 2020 Tokyo Olympic Games. Selection will be based on continued observation using the criteria listed above.

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The final selection of the 12 players, and 1 P accredited athlete, shall be made by the Head Coach 7s, in consultation with his Assistant Coaches and High-Performance Leadership Group, no later than **July 1st, 2020**. Selection will be based on continued observation using the criteria listed above.

Note: Until the official roster is submitted any one of the selected players can be removed from the team for:

- (i) Not meeting the standards listed in the criteria above (both on and off the field) that earned them the nomination to the team
- (ii) An injury or illness that would prevent them from participating in any or all of the rugby matches during the Olympic Games, as determined by the Rugby Canada medical personnel.

### **Late Athlete Replacement Policy**

Any athlete replacement after nomination to the COC is subject to the approval of the COC Team Selection Committee. Any such substitutions after July 6, 2020 are also subject to the International Olympic Committee Late Athlete Replacement Policy.

### **Decision Making Authority**

The Head Coach of Rugby Canada's Men's 7s Team, with consultation from the High-Performance Leadership Group, has final decision-making authority on all player selections.

### **Unforeseen Circumstances**

In the event of unforeseen circumstances beyond the control of Rugby Canada that prevent the Head Coach of Rugby Canada's 7s Team from fairly implementing these internal nomination procedures as written, the Rugby Canada High Performance Leadership Group shall have the full discretion to resolve the matter as they see fit, taking into account factors and circumstances that they deem relevant. In the event the current Head Coach of Rugby Canada Men's Sevens Team is unable to make such decisions, Rugby Canada will appoint an interim Head Coach to take their place.

### **Changes to this document:**

Rugby Canada reserves the right to make changes to this document, which in its discretion are necessary to ensure selection of the best players possible to represent Canada for the 2020 Tokyo Olympic Games. Any changes to this document shall be communicated directly to all national team members in the centralized training environment and updated on the Rugby Canada website ([www.rugby.ca](http://www.rugby.ca)). This clause shall not be used to justify changes after competitions, camps or trials, which form part of the internal nomination procedure, unless it is related to an unforeseen circumstance. The purpose of this section is to allow for changes to this document that may become

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necessary due to a typographical error or a lack of clarity in a definition or wording before it has an impact on players. The purpose of such changes must be in order to avoid disputes over the meaning of the provisions of this document rather than to allow changes to be made to justify selection of different players than would have otherwise been selected. Such changes must be reasonably justifiable in accordance with fundamental principles of natural justice and procedural fairness. In the event of a change to this document Rugby Canada shall inform the COC and Rugby Canada stakeholders of the changes and the reasons for those changes as soon as possible.

### Appeals

Rugby Canada's nominations to the COC for the 2020 Tokyo Olympic Games may be appealed in accordance with the procedures set out in the Rugby Canada Appeals Procedures as outlined in the Rugby Canada athlete agreement. Any dispute relating to the Rugby Canada Internal Nomination procedures for the 2020 Tokyo Olympic Games must be brought forward according to said protocol or may be brought directly to the SDRCC.

For enquiries on the Rugby Canada Tokyo 2020 Internal Nomination Procedures please contact:

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## Appendix 1: Final Evaluation Process to Select 2020 Tokyo Olympic Squad

### July 2019

- Pan American Games, Lima Peru

### August 2019

- Time Off/Recovery from 2018/2019 Season

### September 2019

- September 6<sup>th</sup> Daily Training Environment (DTE) Centralization

### October 2019

- Continued Training in DTE

### November 2019

- Continued Training in DTE

### December 2019

- World Series Stop #1 – Dubai, UAE
- World Series Stop #2 – Cape Town, SA
- Continued Training in DTE

### January 2020

- NSW7s Olympic Fitness standards communicated to DTE group
- World Series Stop #3 – Hamilton, New Zealand
- Continued Training in DTE and testing

### February 2020

- World Series Stop #4 – Sydney, Australia
- Continued Training in DTE

### March 2020

- World Series Stop #5 – Los Angeles, USA
- World Series Stop #6 – Vancouver, Canada
- Continued Training in DTE

### April 2020

- Olympic Preparation Camp - TBD
- Continued Training in DTE

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## May 2020

- June 5<sup>th</sup> – Top 24 Athletes identified and communicated
- World Series Stop #9 – London, England
- World Series Stop #10 – Paris, France
- Continued Training in DTE

## June 2020

- Potential Heat Adaptation Camp
- Continued Training in DTE

## July 2020

- July 1<sup>st</sup> - 12 players, and 1 P accredited athlete will be named by the Head Coach of NSM7s Program
- Ongoing evaluation and training of selected athletes
- Olympic Prep Camp – Travel dates TBD
- Tokyo 2020 Olympics – Travel dates TBD

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## Appendix 2: Player Evaluation System

The National Senior Men's Sevens team has a refined talent identification and player assessment protocol. The current evaluation system analyses athletes in 4 categories: technical, tactical, physiology, and external considerations. The following factors will be considered, along with any other factors, which is the sole and absolute discretion of the national team Head Coach, which he deems relevant. These will be evaluated and communicated to athletes through individual review meetings throughout the 2019-2020 season.

### Technical:

- A high standard and consistency in the execution of the basic skills at speed and under pressure. These skills include; passing on and off the floor (left and right), passing/catching on the move (left and right), tackling, tracking, contact skills, evasion, unit skills (scrums, lineouts and penalty starters), and kicking (kick-offs, drop-outs and kicks out of hand).
- Ability to apply skills in game situations
- In Attack we need the ability to gain possession, go forward, provide support and maintain continuity
- In Defense we need the ability to go forward, provide support, apply pressure and regain possession
- Appropriate application of position specific roles and the skills needed in the context of rugby sevens.

### Tactical:

- Ability to read and respond to situations in the game
- Ability to make correct decisions under pressure
- Understanding of individual, positional and team tactics
- The ability to play in more than one position

### Physiology:

- Aerobic and anaerobic fitness
- Ability to demonstrate strength and power
- Ability to demonstrate speed and agility
- Level of flexibility that allows athlete to perform

### External Considerations:

- Leadership
- Experience
- Specialty
- Potential
- Attitude

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- Commitment
- Positive contribution to team dynamics

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