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## INDIAN RUGBY FOOTBALL UNION

### Selection Policy and Processes

This selection policy, and the selection processes that support it, have been developed by the Indian Rugby Football Union (IRFU) to manage the interests of individuals and promote harmony within the Country. The selection policy and processes are built on the principles of fairness and transparency.

The Selection Policy aims to ensure that:

- Players meet basic requirements to be eligible for selection;
- Players have an equal opportunity to earn their place in a team;
- Players have the opportunity to achieve their potential; and
- There is a level of team cohesion which provides the platform for achieving the best possible results.

The selection process is a two-step process:

1. Scouting process carried out by representatives of the IRFU National Selection Committee at Rugby India National tournaments.
2. Players that meet the requisite eligibility criteria are shortlisted and invited to the IRFU National training & selection camps.
3. Final team selection from the pool of players who attend the IRFU National training & selection camp.



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## **1. Eligibility for Selection**

To be eligible for selection, a player must:

- Have lodged all necessary documentation, as required by the various governing bodies
- Be a Valid Indian Passport Holder
- Be a member and player of good standing - this means demonstrating an acceptable level of commitment to club/State activities, showing due respect for the team and its members, and making a contribution to the running of the team.
- Must adhere to all the rules, regulations and criteria that the IRFU National Selection Committee has put down.

As per the criteria mentioned above, the Rugby India Selection Committee will determine the national pool of players.

The Committee will advise players who do not satisfy the eligibility criteria the reason why, and what the player needs to do to rectify the situation.

## **2. Team Selection**

The Selection Committee will make team selections from the eligible player pool with the aim of selecting the best available team combinations. In making selections, the Selection Committee will have regard to the following criteria:

- The level of skill a player has demonstrated;
- The level of fitness a player has attained;
- A player's knowledge of a position;
- A player's performance at training and/or in previous games;
- Player development opportunities;
- Game strategy and team combinations;



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- Minimisation of instances of players playing out of position; and
- Any other relevant input from the Selection Committee.

Some positions on the rugby field are highly specialised and require special skills or training to play (eg scrummaging, kicking). Players may be selected primarily on the basis of these skills.

Any player who is selected to play and, for whatever reason, is unavailable must notify a member of the Selection Committee as soon as possible after they are notified of their selection so that follow on selections can be finalised.

### **Make up of the Selection Committee**

- 1) Mr. Hendrick Botha (Director, Indian Rugby)
- 2) Mr. Ludwiche Van Deventer (Head Coach, Rugby 7s)
- 3) Mr. Johannes Brooks (Head Coach S&C)
- 4) Mr. Johannes Burger Lindeque (Rugby Forwards Coach)
- 5) Mr. Rahul Bose (President, Indian Rugby Football Union)

### **Expectations of the Selection Committee**

The Selection Committee will:

- Only select players from the pool of eligible players ;
- Always make selections according to the criteria, exhibiting fairness and transparency in all selections; and
- Meet all timelines set out in the selection process.

Individual players who are not selected or are demoted will be advised prior to the team announcement at training wherever possible. Any player who wishes to raise a query as to why he/she was not selected, may request, and will receive, a private explanation from a member of the Selection Committee at the earliest possible opportunity.



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## **Expectations of Players**

Players will need to have the basic ability, skills and fitness to cope with the demands of the team. All players are expected to be prepared for promotion on match day in the event of any late withdrawals. After each game players are to stretch, warm down, and stay together as a team.

Players who fail to show or who show up unacceptably late on game and training days without reasonable excuse may be dropped at the Selection Committee's discretion. A history of unreliability (reasonable or not) may adversely affect future selections.

In the interests of Teams harmony, players are expected to show commitment beyond playing in their team. This may include, but is not limited to:

- staying on as reserve for the remainder of the match if substituted (unless injured);
- running the water;
- assisting coaching staff; or
- undertaking a task at the request of a member of the Selection Committee.

Players who fail to attend a training session without reasonable excuse may be dropped from the team at the Coach's discretion. It is the player's responsibility to inform the Coach, Manager or Team Captain if they are unable to train prior to the commencement of that training session. There is **NO** acceptable excuse for not informing them of your inability to train.

Players with a valid excuse for not training will not be penalised, although they must realise that players who do train regularly will have an advantage over them in the Selection Process.

Players in general, and Team Captains in particular, are urged to make the Coaches aware of any concerns they may have with the Selection Process.



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### **Expectations of Coaching Staff**

Coaching staff are expected to:

- Be fully accredited and up-to-date with the laws of the game, effective game strategy, and the latest training methods;
- Run highly effective and well organised training sessions which focus on fitness, skills development, and game plan execution;
- Bring technical expertise, and assist individuals with their skills development;
- Communicate clearly and openly;
- Give constructive feedback on team and individual player performance;
- Seek and listen to suggestions for improving performance (team and individual);
- Advise individual players about their non-selection prior to the team announcement at training; and
- Follow up with injured players to make sure they are being looked after and receiving proper treatment.

### **For INDIAN RUGBY FOOTBALL UNION**



Gerald Prabhu  
Hon. Secretary, Rugby India