

ROWING CANADA AVIRON

2023 NextGen National Team Selection Policy



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## OVERVIEW

**NextGen Team Objective:** The objective of the 2023 NextGen National Team Selection Policy is to select athletes and crews (which shall include coxswains and single scullers) that have the potential to support the success of RCA teams at future Olympic and Paralympic events. This includes but is not limited to achieving an ‘A’ Final position (top 6) at designated international competitions. As indicated below, the Selection Policy shall also apply to the selection of coaches and support staff for specified events, in accordance with the same general objective.

★ *Rowing Canada Aviron (RCA) is carefully following the evolution of the coronavirus (COVID-19) and how it may impact the Selection Policy. RCA reserves the right to modify the published Selection Policy in accordance with the best available information from time to time. Any modifications will be made promptly and will be communicated to all affected individuals as soon as possible.*

## PURPOSE / SCOPE

This document establishes the policy used to select and nominate the following 2023 NextGen National Teams:

2023 Pan Am Games Qualification Regatta	March 2023 - Santiago Chile
2023 CanAmMex	TBD
2023 World Rowing U23 Championships	July 19-23, 2023 - Plovdiv Bulgaria
2023 World Rowing JR Championships	August 2-6, 2023 - Paris France
2023 Pan Am Games	October 21-25 <sup>th</sup> , 2023 - Santiago Chile

## OVERVIEW

This Selection Policy document was drafted and prepared by RCA and came into effect immediately upon publication on the RCA website on November 1, 2022. RCA may also communicate and distribute the Selection Policy to relevant athletes through other channels available to the athletes. RCA reserves the right to amend this document for changes imposed by parties external to RCA or for changes that become necessary due to typographical error or a lack of clarity in a definition or wording.

Any changes made by RCA are deemed to come into effect immediately upon publication on the RCA website. RCA will communicate changes directly to athletes who have completed the 2023 Expression of Interest form (point 3, page 4); who have been invited to participate in selection; and/or who have been selected to a National Team, as applicable.

## SELECTION ELIGIBILITY REQUIREMENTS

All athletes (and coaches, as applicable) wishing to be considered for selection must satisfy all of the following requirements:

### 1. GENERAL ELIGIBILITY REQUIREMENTS

All athletes and coaches selected to RCA National Teams must be registered and be in good standing with the Canadian Association of Amateur Oarsmen (CARA), which operates under the name Rowing Canada Aviron (RCA). Athletes must hold a valid Canadian passport, valid until May 31, 2024, or be eligible to row for Canada in accordance with all rules and regulations applicable to the event. Athletes seeking selection to the Pan Am Games must be Canadian Citizens. Where applicable, athletes must follow all relevant World Rowing (FISA), International Paralympic Committee (IPC) and International Olympic Committee (IOC) and/or Pan American Sport Organization (PASO) rules and regulations regarding eligibility.

For clarity, to be in good standing with the CARA, an athlete must be a registered participant with a member of the CARA and:

- their membership dues and any debts to RCA are not overdue;

- they are not subject to an ongoing disciplinary sanction of either suspension (either from specified or from all RCA teams, activities, events, or competitions) or expulsion from CARA membership, following a process under the RCA Discipline Policy (or equivalent); and
- in any case where another disciplinary sanction by CARA under the RCA Discipline Policy (or equivalent) has been applied, they have fulfilled all terms and conditions of the disciplinary sanction .

## 2. AGE AND OTHER ADDITIONAL ELIGIBILITY REQUIREMENTS

Under 23:	Born in 2000 or later. A rower or coxswain is classified as Under 23 until December 31st of the year in which they reach the age of 22. After that date, they shall be classified as Senior.
Junior:	Born in 2004 or later. A rower or coxswain is classified as Junior until December 31st of the year in which they reach the age of 18. After that date they shall be classified as Under 21 or Under 23.

## 3. ATHLETE EXPRESSION OF INTEREST

Athletes are required to complete the “Athlete Expression of Interest” form at the following [link](#).

The submission deadlines are as follows:

Pan Am Games Qualification event- JANUARY 15<sup>th</sup> , 2023  
World Rowing U23 Championships - FEBRUARY 28<sup>th</sup>, 2023  
Worlds Rowing Jr Championships - FEBRUARY 28<sup>th</sup>, 2023  
2023 Pan Am Games - JANUARY 15<sup>th</sup>, 2023

## 4. ATHLETE TESTING AND MONITORING

Athletes must comply with the minimum testing and monitoring outlined in RCA’s NextGen Testing and Monitoring Document. This Document can be found at the [following link](#).

## 5. 2023 ATHLETE AGREEMENTS

All: Athletes that are invited to training squads or selection camps will be emailed details on completing the 2023 Athlete Agreement. Agreements must be completed prior to an athlete attending a selection event, or participating in a training squad or selection camp.

**Pan Am Games Specific:** athletes must sign, submit and comply with the Canadian Olympic Committee (COC) Athlete Agreement and Organizing Committee (OCOG) Conditions of Participation form (eligibility conditions for the Pan Am Games) no later than April 20, 2023.

Where an athlete is under the age of 19 years during the calendar year of the event, the parent of guardian must also sign the agreements.

*\* Late receipt may jeopardize selection – circumstances will be reviewed by RCA’s High-Performance Director (or their designate) on a case by case basis.*

## 6. VACCINATION

Where applicable, athletes, coaches, and support staff must comply with the vaccination policies and vaccination requirements of RCA, COC, World Rowing, Pan Am Sport Organization, the IOC, the IPC, and the host country of the event.

## 7. ATHLETE FEES

All athletes wishing to be considered for selection to the events listed within this document should be aware of, and prepared for, potential fees contingent on being named to a team. A schedule of all deposits and assessment fees for the 2023 events will be published by April 30<sup>th</sup>, 2023. (See Appendix 2)

## SELECTION PROCESS

Athletes should refer to the selection process specific to the program they are seeking selection to. These include:

2023 Pan Am Games and Pan Am Games Qualification Regatta  
2023 World Rowing Under 19 Championships and Can Am Mex  
2023 World Rowing Under 23 Championships  
2023 FISU Rowing Championships

Program specific documents will be posted to the following link. <https://rowingcanada.org/resources/>

In addition, RCA may, in its sole discretion, consider the following additional factors during the team selection processes (“Other Criteria”):

1. Ongoing ergometer testing as per the 2023 RCA NextGen Testing and Monitoring Document.
2. Performance at Regional Qualification events and other Selection Events athletes have been invited to attend.
3. Factors relevant to crew combination, namely crew compatibility (i.e. how individuals perform as a team), coachability, and technical compatibility;
4. Commitment to the program;
5. Assessment of competitive readiness (i.e. fitness relative to previous assessments and to peers); and
6. Additional factors relevant to achieving RCA team objectives, including but not limited to potential development of the athlete or coach, as the case may be, for subsequent National Teams and ultimately Senior Team selection.

If an athlete has any questions with respect to the outlined selection criteria and/or Other Criteria, they may contact the NextGen Program Lead or the identified designate to obtain clarification.

From time to time as required, supplemental program specific information may be posted on the RCA website at: <https://rowingcanada.org/resources/> and will be circulated through other communication channels utilized by RCA.

For **Coxswains** to be considered for selection, the following will also be considered, in addition to the above selection criteria and Other Criteria:

1. Athlete and coach assessment of the coxswain’s ability;
2. Compatibility with other athletes in the selected crew and coaches;
3. Declared ability to meet weight policy (as per FISA Rule 21) subject to verification from RCA SSSM experts; and
4. Racing experience and results.

See [Appendix 3](#) for the Coxswain application process.

For **Lightweight athletes** to be considered for selection, they must be able to demonstrate they are able to meet crew average weight requirements (as per FISA Rule 22) and are expected to be able to follow a weight management protocol throughout the year. For the 2023 selection events, unless otherwise indicated, the maximum weight for each athlete shall be:

- Lightweight Women: 57kg
- Lightweight Men: 70kg

For **Coaches** considered for selection, the NextGen Program Lead reserves the right to nominate the coach the believe is able to produce the best performance of the athlete or crew at the designated event. Coaching appointments may be made to achieve strategic objectives or meet certain principled standards. The details of coach selection are outlined in [Appendix 4](#).

## SELECTION AUTHORITY

Final authority for team selection will be the responsibility of a NextGen Selection Panel.

The NextGen Selection Panel shall be made up of four (4) persons and shall include the NextGen Program Lead (or their designate), the High Performance Director (or their designate), the relevant program coach, and an external selector who shall not be a current and active RCA coach or athlete, staff, Board of Directors member, or committee member (an "Independent Selector"). The Independent Selector shall be the Chairperson of the NextGen Selection Panel and shall be appointed by the RCA Chief Executive Officer. In this regard, the RCA Chief Executive Officer shall propose candidates for the Independent Selector to the Athlete's Council, who would be provided with the opportunity for feedback or comments.

The terms of reference for the NextGen Selection Panel can be found on the RCA Website at the following link <https://rowingcanada.org/resources/>

## AUTHORITY TO MAKE CHANGES TO THE COMPOSITION OF CREWS - ONCE THE TEAM IS SELECTED

Selection to a National Team as part of a crew (or as an alternate) does not guarantee an athlete has a place in a specific crew for the regatta. For crews selected to the NextGen events named in this document, the final composition of crews shall remain at the discretion of the NextGen Program Lead, Program Coach, and Team Leader. The configuration of crews may be changed based on an assessment of the crew's competitiveness or other circumstances, in the sole discretion of the High Performance Director, and any changes will follow the appropriate competition regulations.

## ON-SITE DECISION-MAKING AUTHORITY

During the training and competition period at an 'away' venue, all final decision-making authority will reside with the designated Team Leader. The responsibilities of the Team Leader will first and foremost be creating and supporting an environment that supports performance excellence at the event, in addition to:

- Leading all matters related to crisis management, emergency preparedness and response,
- Managing team member human resources, roles and responsibilities, accreditations and conduct issues on behalf of RCA,
- Acting as spokesperson for the team and RCA on-site pertaining to any issues on entries, FISA/PASO regulations and organizing committee communication, and
- Responsibility for ensuring the team and members comply with RCA/FISA/PASO regulations and agreements signed by team and members.

## SPECIAL CIRCUMSTANCES

If because of injury, illness, or extenuating circumstance an athlete is unable to meet any of the criteria set out in this or any related document, the athlete may still be considered for selection to a National Team, at the sole discretion of RCA. Athletes must advise the RCA High Performance Director in writing of any injury, illness, or personal extenuating circumstance as soon as possible. In the case of illness or injury, a medical certificate signed by the athlete's doctor must be submitted to RCA's Chief Medical Officer. RCA reserves the right to request further medical evidence and/or to require an athlete to be assessed by RCA's Chief Medical Officer or another specified practitioner, where appropriate. In all cases, permission to be exempted from any requirement contained within this document must be obtained in writing from the NextGen Program Lead.

In the event an athlete who has been selected to a National Team becomes injured or ill, and, in the opinion of the NextGen Program Lead (with advice of the Chief Medical Officer where relevant), is not deemed fit to compete, the athlete may be replaced with another athlete. Notwithstanding any provision herein related to the identification of alternate athletes, the NextGen Program Lead, in consultation with the relevant coach, retains discretion to appoint a replacement athlete.

Failure to properly report injury, illness, and/or other personal extenuating circumstances prior to the selection processes of each event may result in the athlete being de-selected and being financially responsible for all the athlete's costs associated with the event.

## ALTERNATE ATHLETES – PAN AM GAMES

In announcing the final nomination for the 2023 Pan Am Games, RCA will also announce alternate athletes who may be called to replace an athlete who is unable to compete at the Games for any reason. These athletes' information will be submitted to the COC at the same time as the selected athletes' information.

RCA shall identify athletes who meet the eligibility criteria for nomination set out in this document, but who are not selected for Games crews, as alternates for a specific event or events.

RCA shall decide whether athletes nominated as alternates will travel to any pre-Games training camps or to the Games based on the following factors:

- Financial considerations
- Ability to obtain accreditation for the athlete at the Games
- Performance benefits to have the athlete with the team during pre-Games training camps or at the Games

## REMOVAL FROM A TEAM ONCE SELECTED

RCA may remove an athlete from consideration for a National Team in accordance with the terms and conditions outlined in the RCA Athlete Agreement. Where a decision to remove an athlete from consideration is made, RCA will advise the affected athlete, in writing.

Any such removals are subject to the approval of the NextGen Program Lead and High Performance Leadership Team. Reasons for removal include, but are not limited to:

- Inability to maintain high training standards,
- Inability to meet performance expectations in competition (as evidenced by the athlete's performance in training and/or competition),
- Inability to perform due to injury, illness or for other medical reasons as determined by RCA's Chief Medical Officer,
- If the athlete has not taken part in the mandatory training camps organised by RCA prior to the event,
- If the athlete has not fulfilled his/her responsibilities as identified in the RCA Athlete Agreement, or
- Breach of policy conditions set out in the RCA Athlete Agreement, including;
  - Canadian Anti-Doping Program
  - RCA Code of Conduct and Ethics or any other RCA policies

The RCA Athlete Agreement can be found on the following page: <https://rowingcanada.org/resources/>. The relevant policies identified as components of the Athlete Agreement can be found at: <https://rowingcanada.org/governance/> under the Policies Tab.

## CONFIRMATION OF ENTRY – PAN AM GAMES

RCA shall determine the athletes (and alternate athletes) it proposes to nominate to the COC for positions on the 2023 Canadian Pan Am Games Team. Subject to any revisions required by an athlete's decision to decline a nomination to be a member of the 2023 Canadian Pan Am Games Team, or by an athlete's inability to participate at a competitive level due to a health-related curtailment of activities or for any other reason, RCA shall submit its list of athletes and alternates being nominated to the COC for the 2023 Canadian Pan Am Games Team on or before September 24th, 2023.

## LATE ATHLETE REPLACEMENT – PAN AM GAMES

Substitutions after nomination to the COC are subject to the approval of the COC Team Selection Committee. Any such replacements after September 29, 2023, are also subject to the Late Athlete Replacement Policy for Pan Am Games.

Should a nominated athlete, at any time between the sport entry deadline and the sport technical meeting for the 2023 Pan Am Games, decline their nomination or be declared unable to participate, that athlete shall be replaced, subject to the approval of the COC Team Selection Committee and as permitted by the Late Athlete Replacement Policy and World Rowing regulations, as applicable, by the highest ranked alternate (or alternates) in their event (or events).

In the case of an athlete replacement, Team privileges will be transferred to the incoming athlete, while the privileges of the athlete who is being replaced will be re-evaluated.

## **AMENDMENTS AND UNFORESEEN CIRCUMSTANCES**

In the event of unforeseen circumstances beyond the control of RCA which, in RCA's sole discretion, prevent the fair implementation of the Selection Policy and related processes as written, the NextGen Selection Panel shall have full discretion to resolve the matter as they see fit, taking into account the factors and circumstances that they deem relevant. RCA reserves the right for the NextGen Selection Panel to review and modify any selection criteria or decision related to any selection process in the case of rule or policy changes from World Rowing or any other relevant authority that affect the selection criteria or process set out in this or any related document. In the event that the selection criteria or processes are modified, RCA will promptly post an announcement on its website and will communicate with affected athletes as appropriate in the circumstances.

## **AMENDMENTS AND UNFORESEEN CIRCUMSTANCES - PAN AM GAMES**

Any changes to this document shall be communicated directly to athletes that have submitted an Athlete Expression of Interest and/or that have been selected to the Pan Am Games Team, and any relevant coaches, at the time changes occur. This clause shall not be used to justify changes after a competition or trials which formed part of these selection procedures, unless such changes are related to an unforeseen circumstance. This is to allow for changes to this document that may become necessary due to a typographical error or a lack of clarity in a definition or wording before it has an impact on athletes. In the event of a change to this document, RCA shall inform the COC of the changes and the reasons for those changes as soon as possible.

RCA reserves the right for the NextGen Selection Panel to review and modify any selection criteria or decision related to the selection process in the case of rule or policy changes from World Rowing, the PASO, or any other relevant authority that affect the selection criteria or process set out in this or any related document. In the event that the selection criteria or processes are modified, RCA will promptly post an announcement on its website and will communicate with affected athletes as appropriate in the circumstances.

## **COVID 19 CLAUSE – PAN AM GAMES**

RCA is carefully following the evolution of the coronavirus on the global and domestic level and how it may impact obtaining quota spots for the 2023 Pan Am Games and/or domestic nomination of athletes for the 2023 Pan Am Games.

Situations related to the coronavirus pandemic may arise that require these Selection Policy to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the selection process. In such circumstances, any modifications will be communicated to all affected individuals as soon as possible.

Further, situations may arise that do not allow the Selection Policy to be applied as written and do not allow for prior notice of modification to be provided, due to time constraints or other exceptional and unforeseen circumstances. In such situations, any decision, including nomination decisions, will be made by the NextGen Selection Panel, in accordance with the stated performance objectives and selection philosophy and approach as stated herein. Should it be necessary to make any decision in this manner, RCA will communicate with all affected individuals as soon as possible.

## **CANCELLED OR POSTPONED EVENTS**

Should it be necessary to cancel or postpone any event specified in this document or any related document that is conducted under the authority of RCA, such decision shall be made by the NextGen Program Lead in consultation with RCA's High Performance Leadership team.

Decisions to cancel or postpone any event specified in this document shall be made: a) only when absolutely necessary, such as when it has become impossible or unreasonably difficult to hold the event at all or on the originally scheduled date (for example, due to public health restrictions or other circumstances

beyond the control of RCA, and b) as soon as reasonably possible after RCA has become aware that the event cannot be held as scheduled.

If any event specified in this document and related documents is canceled, RCA shall determine whether it is feasible to reschedule the event in a different location and/or on a different date than previously scheduled and shall communicate any such decisions to reschedule the event to all impacted individuals as soon as reasonably possible, taking into account the time needed for athletes to prepare for the rescheduled event and for any logistical matters in relation to the event to be addressed, including, but not limited to, any matters related to RCA's organization of the event, as well as athlete, coach, and support staff travel to the location of the rescheduled event.

RCA may also determine, at its sole discretion, following consultation with the relevant and necessary individuals and/or committees within RCA's structure, to hold alternative replacement events or assessments for the purpose of nomination to NextGen Teams, including virtual events, but only where feasible and where the nomination procedure indicated in this document, including the stated performance objectives, are not prejudiced.

Subject to the "COVID-19 Clause - Pan Am Games" section above, should any event specified in this and any related documents be canceled, postponed, rescheduled, or replaced, RCA shall update the nomination procedures indicated in this document, as applicable, as soon as reasonably possible, and shall communicate any modifications to all impacted individuals, as well as publish the modified Selection Policy and process on its website, prior to the postponed, rescheduled or replacement event.

Decisions made pursuant to this clause shall not be subject to appeal and do not apply to the cancellation of events that are conducted under the authority of organizations other than RCA.

## EVENT PARTICIPATION

As a result of the COVID-19 pandemic, RCA may be required, in the best interests of athlete and staff safety, to not travel to and participate in events indicated in this and related documents, including events that will be used for nomination to the 2023 Pan Am Games Team, even in circumstances when the event may proceed as planned. Any such decisions will be made in consultation with relevant experts, including medical and public health experts, and will be communicated to all impacted individuals as soon as possible.

In such circumstances, RCA will determine if alternate events may be attended as a substitute for the event that RCA has decided not to participate in and, if so, will modify this and any related documents accordingly and will inform all impacted individuals as soon as possible.

When making decisions regarding RCA's travel to and participation in events for safety reasons, RCA will endeavour to minimize any impact of such decisions on nomination to the 2023 Pan Am Games Team. However, depending on the circumstances, athlete and staff safety may be prioritized based on the advice of medical and public health safety experts.

RCA recognizes that athletes and staff may, for safety reasons related to the COVID-19 pandemic, also decide not to travel to and participate in events indicated in this document, including those that will be used for nomination to the 2023 Pan Am Games Team, even in circumstances when the event may proceed as planned, and even when RCA has decided that it will travel to and participate in the event because it has decided, following consultation with medical and public health experts, that it is safe to do so. In such circumstances, athletes will be responsible for any impact that their decision may have on their nomination to the 2023 Pan Am Games Team.

## APPEAL PROCESS

Excepted as otherwise stated herein, decisions made pursuant to this Selection Policy document may be appealed in accordance with the [RCA Appeal Policy](#) located on the RCA website.

If both parties (RCA and the appellant) are in agreement, or if timing restrictions require it, the RCA Appeal Policy can be bypassed and the matter may be brought immediately before the Sport Dispute Resolution Centre of Canada (SDRCC), which will manage the appeals process.



## RELOCATION

Athletes selected onto a team may be required to relocate to a designated training location. See Appendix 1 for specific program information.

## APPENDIX 1: Priority Boats and Training Locations

Through the course of the year RCA will review the eligible NextGen athlete pool. Based on the number, and level, of athletes available, RCA will establish priority boats for the two categories of boats to be selected for NextGen events: Targeted Boats and Development Boats.

The goal of this strategy is to identify high performance boats while supporting the growth and development of athletes and the NextGen program. The intent is to recognize the different stages of the High Performance Pathway that athletes are on and ensure opportunities for athletes in each of the two categories.

Targeted Boats: Athletes and boats that have demonstrated they are capable of winning a medal in international competition. Additional race opportunities may be provided to athletes selected to these boats.

Development Boats: Athletes and boats that have demonstrated they are on the High Performance Pathway and meet the NextGen objective of *supporting the success of RCA teams at Future Olympic and Paralympic events*.

When athletes are invited to selection events, they may be directed to selection activities for one or both of these categories.

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**Training Locations:** Once boats are selected, they will be assigned to training location as outlined below.

Targeted Boats: All Targeted Boats will train at RCA's National Training Centre (NTC) in Duncan, BC.

Development Boats: Development Boats will train at one of the following: NTC in Duncan, BC, or a designated NextGen Performance Centre.

*RCA reserves the right to adjust training locations to best support the objectives of the NexGen Program.*

## APPENDIX 2: ASSESSMENT FEES

It is the goal of the NextGen Program to minimize the assessment fees charged to athletes.

For 2023, RCA has the goal of achieving the following assessment fees\*:

Pan Am Games Qualification event:	SELF FUNDED
World Rowing U23 Championships:	\$2500
World Rowing Junior (u19) Championships:	\$5000
CanAmMex:	\$2500
Pan Am Games:	To Be Determined

\* Fees are subject to change based on costs associated with events and logistics. All assessment fees will be confirmed in April 2023.

Assessment Fees include the following:

- Airfare from training location to event and return to Canada
- Meals and Accommodations for event and European Camp
- Ground transportation at event
- Equipment at event
- Coaching support
- Uniform

Assessment fees do not cover pre-event costs during selection camps and Canadian based training camps. Athletes will be invoiced for these separately, as required.

**APPENDIX 3: COXSWAINS**

**NextGen Coxswain process for invitation to selection events**

Overview: Coxswain selection is necessarily a subjective undertaking. In addition to the selection criteria outlined in the attached Selection Policy, ultimately the selected coxswain should be able to make the boat go faster over an extended period of time leading up to a competition.

Eligible NextGen Coxswains interested in invitation to a 2023 selection event are required to submit an application. Coxswain applications will be reviewed by the applicable Program Lead or Lead Coach.

**Application Requirements:**

Assessment	Evaluation process	Submission Requirement
Athlete and Coach assessment of the Coxswain’s ability	Athlete / Coach feedback in oral and/or paper format regarding but not limited to: <ul style="list-style-type: none"> <li>• Boat feel</li> <li>• Ability to execute practice and race plans.</li> <li>• Ability to make right call in practice/race situation</li> <li>• Steering</li> </ul>	1. Electronic copy of race plan and corresponding Audio file (3-5 minutes)  Or 2. Electronic copy of training sessions and corresponding audio file (3 minutes)
Compatibility with other athletes in selected crew, and coaches.	Ability to translate coach’s vision to boat (i.e. technical calls should reflect the coach’s focus).	3. Coach letter of support.
Past race experience and results	Past race and practice experience and results	4. Coxswain CV

Application deadline: 17:00 Pacific Time, April 30, 2023

Athletes are to send all listed Submission Requirements to RCA’s Athlete Recruitment and Pathway Coordinator: [lcote@rowingcanada.org](mailto:lcote@rowingcanada.org) .

Invitations for Coxswains to selection events will be included with the final invitation list.

**APPENDIX 4: STAFF AND COACHES**

**TEAM LEADER and SUPPORT STAFF SELECTION**

An event’s team leader or support staff will be appointed by the NextGen Program Lead. Generally, appointments will be made from existing RCA employees and coaches engaged in RCA’s High Performance Coach Development Program. Should additional requirements exist, RCA will advertise the application process with an official notice. If appointment of sports medicine support staff is required to support a team, RCA’s Chief Medical Officer will play a role in the identification and selection/nomination of those practitioners.

**COACH SELECTION**

RCA reserves the right to nominate the coach believed to be able to produce the best performance of the athlete or crew at the designated event. Coaching appointments may be made to achieve strategic objectives or meet certain principled standards. Coaches engaged in RCA’s High Performance Development program and who have demonstrated that they are on the High Performance Pathway and who are supporting RCA’s High Performance programs will be provided preferential consideration.

Mentorship opportunities may also be created to provide further opportunities for development.

Whenever possible, RCA is committed to have an equal representation of Female and Male Coaches across the NextGen program.

Selection of crew coaches for all teams will be at the sole discretion of the NextGen Program Lead, with input from the respective National team coaches and High Performance Director. Selection considerations include previous experience, performance of athletes coached, coaching qualifications and long-term development strategy.

**Coach Selection Prerequisites** - Coaches interested in selection for a national team role (at any level) must complete an [Expression of Interest application form](#), before January 15<sup>th</sup>, 2023. The Expression of Interest outlines the coach’s coaching record, qualifications, program(s) of interest, and their availability to relocate to coach the identified crew (if required).

Minimum Qualifications:

Pan Am Games and Qualification Regatta	Under 23 Worlds	Junior Worlds	CanAmMex
Performance Coach Certified		★	Performance Coach Trained
Registered as a Coach in good standing with Rowing Canada Aviron			

Other requirements (to be completed before May 1<sup>st</sup>, 2023) include:

- The NCCP Make Ethical Decisions module;
- Respect in Sport Online Module or CAC Safe Sport Training;
- CCES True Sport 101;
- Criminal Record Check; and,
- Being recognized as a Registered Coach or Chartered Professional Coach (ChPC) with the Coaching Association of Canada.

**VACCINATION:** Coaches and Staff must comply with the vaccination policies and vaccination requirements of RCA, COC, World Rowing, Pan Am Sport Organization, the IOC and the host country of the event.

An announcement of the selected coaching staff will take place prior to February 15<sup>th</sup>, 2023.

RCA reserves the right to select additional coaching staff as required to support selected teams.

★ *Due to the impact of COVID-19 on the ability to complete certification, RCA may consider coaches who with a lower certification level that have proven they are actively seeking completion of certification.*

**APPENDIX 5: 2023 IMPORTANT DATES**

<b>RCA NextGen Program</b>		
<i>(Subject to programing updates)</i>		
NextGen Athlete Expression of Interest (EOI)	Nov 1, 2022	EOI form opens
Ergometer submission, Fall Option #1	Nov 6-12, 2022	2k and 6k Submission
National Rowing Championships Quamichan Lake, BC	Nov 10-12, 2022	
Ergometer submission, Fall Option #2	Nov 20-27, 2022	2k and 6k Submission
Assignment of Coaches to NextGen Programs	Dec 31, 2022	From RCA staff and HP Coach development program
Expression of interest (EOI) Due for Pan Am Games Programs.	Jan 15	DUE
NextGen Coach Expression of Interest posting	Jan 15	Additional Roles as required
2000m or 6000m Ergometer submission (optional)	Jan 28 – Feb 4	National
PAG Long list deadline for COC	Feb 6	All Eligible PAG Athletes
PAG Qualification Event, Selection Camp, Quamichan Lake, BC	February 18-26	Invited Squad Athletes
Expression of Interest (EOI) due for JR and U23 Programs	February 28	EOI closes
World Rowing Indoor Championships, Mississauga ONT	February 24-26	Optional Erg for Squad Selections
PAG Qualification Regatta. Laguna Grand San Pedro, Concepción, Chile	March (TBD)	Selected team
Confirmation of Qualified boats and Quota spaces for the 2023 PAG	April 7-21	COPARE
PAG Accreditation Deadline	April 20	All Eligible PAG Athletes
2000m Ergometer Submission	April 23-29	National Submission
Coxswain Application for Selection Events	April 30	Application DUE
Confirmation of assessment fees	April 30	Targeted Communication
U23 Camp Opens. Quamichan Lake, BC	May 1st	Invited Squad Athletes
U23 Selection – Stage 1. Quamichan Lake, BC	May 19-27	Invited Squad Athletes
Junior Selection, Welland Ontario.	June 5-7	Invited Squad Athletes
U23 Selection – Stage 2. Quamichan Lake, BC	June 3-11	Invited Squad Athletes
CanAmMex Regatta	July TBD	TBD
U23 World Rowing Championships	July 19-23	Plovdiv, Bulgaria
U23 & JR World Championships	Aug 2-8	Paris, France
PAG Camp Opens. Quamichan Lake, BC	August 14	Invited Squad Athletes
PAG Selection. Quamichan Lake, BC	Sept 4-17	Invited Squad Athletes
Pan Am Games Team Nomination	Sept 24	Submit to COC
2023 Pan Am Games	October 21-25	Santiago Chile



## APPENDIX 6: CONTACT INFORMATION

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