2027 CHAMPIONSHIPS SELECTION PANELS TERMS OF REFERENCE

1. ORGANISATION STRUCTURE

The Selection Panel shall be a functioning arm of the High Performance unit.

1.1 This document sets out Athletics Ireland Championship Selection Procedure (the 'Procedure') applying to international team selection decisions for the competitions published on Athletics Ireland High Performance website and all decisions to nominate/select an athlete or a relay for an Irish Team.

1.2 Selections will take place in accordance with the selection policies published on Athletics Ireland High Performance website (athleticsireland.ie/high-performance), each referred to as the 'Selection Policy'. Any athlete wishing to lodge an appeal under this Procedure must be fully familiar with the detailed provisions of the Selection Policy for the relevant championship.

1.3 The main aim of the selection process and the Selection Panel's Terms of Reference should be to enable the selection of the best possible representatives for each particular competition. For this reason, it is important that the individuals involved in determining and implementing selection policies have a thorough understanding of 'Good Process'. The Championship Team Selection Panels Terms of Reference and the 'Appeals Procedure' have been developed to present a joint process that is more likely to achieve:

- Consistency of process, policies, selections, appeals
- More targeted selection panels
- Consistent alignment to Athletics Ireland High Performance Strategic Plan
- Greater accountability for all

2. ROLE OF THE SELECTORS

Selection Manager

2.1 The Selection Manager is part of the remit of the Performance Director, which is a professional role within Athletics Ireland High Performance Programme. The Selection Manager will ensure that the selection process, policies, and standards of the Selection Panel are managed and align with the High Performance Strategic Plan. The role of the Selection Manager includes:

- Focus and attention on ensuring that the selection policy and criteria are properly followed and/or implemented.
- Responsible for the coordination of all respective Selection Panel activities.
- Responsible for recording minutes of selection meetings in the absence of a dedicated minutes secretary.
- Responsible for ensuring that all other Selectors know the content and intent of the selection policy.
- Responsible to monitor any exercise of discretion by the Selectors allowed for in the selection policy; this includes ensuring that the obligations of the organisation with respect to selection decisions are met when discretion is exercised; for example, that relevant considerations are taken into account and irrelevant considerations ignored, that the exercise of discretion is not unreasonable.
- Responsible for drafting of all team selection policies in-line with the High Performance selection philosophy.
- Shall manage the annual Selection Panel budget.
- Draft statements of reasons for selection decisions to provide to the athletes or to the Appeals Panel.
- Responsible for enforcing the organisations conflict of interest policy with respect to all selection decisions.
- Responsible for appointing the Selection Panel for each identified selected Team Championship.

The Selectors

2.2 The role of the Selection Panel includes:

- Based on the relevant selection policy 'nominate' and/or 'select' individual athletes and relays teams for team championships representing Ireland.
- Apply the principal selection philosophy set by the Olympic Federation of Ireland, Sport Ireland, Student Sport Ireland, and the High Performance Programme. The selection philosophy will align to the performance goals and strategic plan of the High Performance programme.
- Ensure that the athletes and coaches are aware of the selection policy and selection criteria requirements for each event.

Selection Panel

2.3 For each selected championship the Selection Panel will be comprised of a minimum of five (5) individuals (one being the Manager of the Selection Panel) and the other selectors drawn from the available Panel members that will be identified as having the knowledge, expertise, and capability to add value to each team selection process.

Manager	Panel Members
Name: Paul McNamara (Performance Director) Email: paulmcnamara@athleticsireland.ie	Caroline O'Shea (Chair of High Performance Committee) Seamus Flynn (Chair of Coaching Committee) Teresa McDaid (Senior Team Manager) Richard Rodgers (Team Manager appointed per championship) Neil Martin (Team Manager appointed per championship) Fintan Reilly (Team Manager appointed per championship Jacqui Freyne (Performance Pathway Manager) Mark Kenneally (Performance Endurance Lead) Christian Malcolm (Performance Sprints Lead) David Sweeney (Performance Field Event Lead) James Nolan (Head of Para Athletics) Alison O'Riordan (Para Athletics Technical Lead) Karen Kirk (Pathway Sprints Lead) Niamh Fitzgerald (Pathway Sprints Lead) Barry Pender (Performance Jumps Coach) Tom Reynolds (Performance Jumps Coach) Emmett Dunleavy (Performance Endurance Coach) AN Other (appointed per championship where specific insight or expertise required)

3. SELECTION POLICY DEVELOPMENT

3.1 A draft policy shall be prepared by the Selection Panel Manger and sent to the relevant Selection Panel and the Chair of High Performance for their consideration.

3.2 Each selection policy and criteria must have alignment with the selection philosophy, goals and performance objectives of the High Performance Strategic Plan.

3.3 The Selection Panel shall jointly discuss and refine the draft policy, with a final draft published on Athletics Ireland High Performance Championship policy calendar.

3.4 The Championship Selection Policy calendar will be published and update throughout the year to ensure that each specific selection policy is completed and published on Athletics Ireland's website prior to the event.

4. NOMINATION/SELECTION PROCEDURE

Policy

4.1 For all selected championship events the relevant approved selection policy (Athletics Ireland, Olympic Federation of Ireland, Student Sport Ireland) will be used to nominate/select athletes for representative championship teams.

Nominations/Selections

4.2 It is up to the Selection Manager and the Selection Panel to decide on the procedures for a selection meeting within the parameters set out in the selection policy.

4.3 The Selection Manager shall be responsible for ensuring the timelines set within each specific event policy are met.

4.4 The Selection Manager will ensure that the team nomination/selection process is documented appropriately and that athletes nominated/selected have met the applicable selection and eligibility criteria of the policy.

4.5 By consensus using the selection policy the Selection Panel will:

- Consider and confirm the status and selection of athletes/relay team(s) to represent Ireland at championship events
- Exercising discretion: if there is discretion to be exercised, all selectors should have the opportunity to freely discuss the selection. It is the role of the Selection Manager to ensure each has the chance to be heard. In the exercise of discretion, the selectors should bear in mind, particularly that there should be no bias, and all relevant matters and no irrelevant matters should be taken into consideration, decisions must be reasonable and in good faith and not made under an outside direction.

4.6 Ideally the Selectors may reach a unanimous selection decision through discussion although when there is incongruence amongst the Panel the Selection Manager will call for a vote.

4.7 Each Selector will have one vote to be counted. In the event of a tie (due to conflict of interest or other reason limiting the total vote count) the Selection Manager will have the casting vote to confirm the nomination/selection.

Conflict of Interest

4.8 As each athlete is considered, the Selection Panel will declare any conflict of interest. Where, in the opinion of the Selection Manager, an actual conflict of interest arises for any Selector with respect to any athlete under consideration by the Selection Panel, then the Selector to whom that conflict attaches will not take part in any part of the selection with respect to that athlete

or any other athlete ahead of whom that athlete might be selected. A conflict of interest might occur when, for example:

- When a Selector coaches a particular athlete vying for selection
- When a Selector is closely aligned to a club for which an athlete vying for selection competes
- When a Selector is a family member or close friend of an athlete vying for selection
- Or any circumstance where a Selector has a relationship with an athlete or athletes vying for selection which could influence his or her decision, or he or she stands to gain in any way from the outcome of a selection decision.

Confidentiality

4.9 It is vitally important that the Selectors are not to discuss with anyone outside of the Selection Panel the matters and discussions held within a selection meeting (especially relating to discretionary decisions). The selections of athletes are to remain confidential and confined to the selection meeting.

5. SELECTION PANEL MEETING

5.1 The manner in which the Selection Panel will conduct the selection meeting(s) is at the sole decision of the Selection Panel.
5.2 At the discretion of the Selection Manager, Selection Panel Members may be added or replaced for selection purposes (as needed or as deemed necessary).
5.3 If the Selection Manager is unable to attend a selection meeting, or declares a conflict of interest with a particular selection, the Selection Manager will appoint a designate member of the Selection Panel to manage the meeting or portion thereof.
5.4 Prior to a Selection Panel meeting, the Selection Manager and the Selectors are responsible for collating data and all relevant statistical information to be used when considering the nomination/selection for each athlete/relay. The Selectors may request additional or supporting data from the High Performance Department (i.e. training plans, competition plans) or other information as required.
5.5 Selectors should be available at the time of selection meetings and preferably be in attendance at the selection events although not all selection meetings need be face-to-face. The following types of meetings might be held:
5.5.1 In Person: ideally, selectors would meet in person to discuss and confirm all selection decisions. In practice, this is not always possible due to time commitments, cost, and the probability that selectors will live in different cities. It is very important, however, to try to overcome these issues when decisions involving the exercise of discretion are to be made, especially if the decision is likely to be contentious. Discussion in these cases will always be best facilitated in person.
5.5.2 By Telephone: some selection meetings may need to be held over the phone. This should be done by conference call. Telephone meetings still allow for discussion between selectors, and are easier if selectors are based in different localities.
5.5.3 By Email: consensus between selectors may be arrived at by email if necessary. However, this should never be the vehicle used for the exercise of discretion, where discussion is a critical component to due diligence being exercised. Email may be appropriate for confirmation of 'automatic' selections.

6. SELECTION ANNOUNCEMENTS

6.1 Once the Selection Manager confirms the nominations/selections, athletes will be informed of their selection (in person, by phone or by email) and a formal announcement will be published by the High Performance Department on Athletics Ireland website.
6.2 The Selection Manager or a 'designated person' - usually the National Teams Coordinator will be the only one to communicate a selection decision.
6.3 The Selection Panel and Athletics Ireland staff will ensure that all team nominations and the confirmation process is confidential and that no athlete or interested party is advised until a formal selection announcement has been made.

7. GENERAL INFORMATION

7.1 The criteria in this policy may be amended at any time by the Directors of Athletics Ireland, if Athletics Ireland is of the opinion that such amendment is necessary in the best interests of Athletics Ireland. Any amendment to the criteria will be published on the Athletics Ireland High Performance website.

8. CHAMPIONSHIP SELECTIONS

2027 Competition	Panel Members
European Indoor Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, David Sweeney, Mark Kenneally, Christian Malcolm, Teresa McDaid
European Throwing Cup	Paul McNamara, Seamus Flynn, Caroline O'Shea, David Sweeney, Jacqui Freyne, Team Manager TBC
World Road Running Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Mark Kenneally, Emmett Dunleavy, Team Manager TBC
European Running Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Mark Kenneally, Emmett Dunleavy, Team Manager TBC
European Racewalking Team Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Mark Kenneally, Team Manager TBC
European 10,000m Cup	Paul McNamara, Seamus Flynn, Caroline O'Shea, Mark Kenneally, Emmett Dunleavy, Team Manager TBC
WPA World Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, James Nolan, Alison O'Riordan,
European team Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Teresa McDaid, Mark Kenneally, Christian Malcolm, Dave Sweeney, Tom Reynolds, Barry Pender
WPA World Marathon Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, James Nolan, Alison O'Riordan,
European U20 Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Jacqui Freyne, David Sweeney, Karen Kirk, Niamh Fitzgerald, Barry Pender, Team Manager TBC
European U23 Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Jacqui Freyne, David Sweeney, Mark Kenneally, Christian Malcolm, Karen Kirk, Niamh Fitzgerald, Barry Pender, Tom Reynolds, Team Manager TBC
World University Games	Paul McNamara, Seamus Flynn, Caroline O'Shea, Jacqui Freyne, David Sweeney, Mark Kenneally, Christian Malcolm, Barry Pender, Tom Reynolds, Team Manager TBC
EYOF	Paul McNamara, Seamus Flynn, Caroline O'Shea, Jacqui Freyne, David Sweeney, Karen Kirk, Niamh Fitzgerald, Barry Pender, Team Manager TBC
World Championships	Paul McNamara, Seamus Flynn, Caroline O'Shea, Teresa McDaid, Mark Kenneally, Christian Malcolm, Dave Sweeney, Tom Reynolds
European Cross Country Championships	Paul McNamara, Seamus Flynn, Teresa McDaid, Mark Kenneally, Jacqui Freyne, Emmett Dunleavy, Niamh Fitzgerald