



# **2025 Under-21 World Championships Staff Selection Policy**

Nairobi 5-7 December 2025 World  
Taekwondo Under 21 World  
Championships.

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<b>Next policy Review Date:</b>	Not Applicable
<b>Responsible Person:</b>	CEO

# 1. Definitions

For the purposes of this Selection Policy:

- i. the “Team” means the 2025 Australian World Under 21 Championships Team;
- ii. The term ‘Team’ in this document shall refer to any Coach/Trainer/Manager or Staff member that has been designated to the 2025 World Taekwondo Under 21 Championship Team/s, in compliance with these guidelines..
- iii. the “Competition” means the 2025 World Under 21 Championship
- iv. AT means Australian Taekwondo (AT) and shall be represented by the CEO of Australian Taekwondo.
- v. The “Selection Panel” means the Panel as appointed by Australian Taekwondo per Clause 5.
- vi. Additional Performance Coaches as per Clause 5 (iv) May or not be appointed to the Selection Panel at the discretion of the CEO in conjunction with the Performance Director.
- vii. “World Taekwondo” (WT) means World Taekwondo being the sport’s International Federation.
- viii. the “Chief Executive Officer” (CEO) means the Chief Executive Officer of Australian Taekwondo and for the purposes of these guidelines shall mean Australian Taekwondo (AT)
- ix. The “Team Size” means the maximum number of team members as defined in Clause 2.
- x. The “Selection Process and Criteria” means the requirements as defined in Clause 3.
- xi. “Extenuating Circumstances” means the circumstances as defined in Clause 9.
- xii. “Support Staff” Means any position nominated as a coach or trainer and any other person who is not defined as a coach or trainer, who is nominated by the selection panel in accordance with these guidelines.

## 2. Background

Australian Taekwondo (AT) is tasked with offering opportunities for members to enhance their potential for success with an opportunity to be selected for the Australian 2025 World Taekwondo U21 Championships Team (the Team).

These guidelines may be amended or supplemented by (AT) at its discretion in order to achieve the above objective and specifically where matters arise which, in the sole opinion of AT have not been provided for in these guidelines or where the literal application of these guidelines would not achieve the above objective.

Any such variation or amendment must be advised in writing to the AT CEO and endorsed by the CEO. AT will endeavor to give as much notice as possible to all persons affected by any amendment or supplement to these guidelines.

The term staff in these guidelines shall refer to any Coach/Trainer/Manager or support Staff member that has been designated/selected to the team, in compliance with these Selection Guidelines.

### 3. Composition and Selection

- 3.1 The final composition and size of the Staff to 2025 Team will be determined by Australian Taekwondo pending the number of athletes selected to the team.
- 3.2 The maximum quota will be no more than that as designated by World Taekwondo and this will be the maximum number of team members in any position.
- 3.3 Only current registered members of AT, with no outstanding financial obligations or sanctions, will be considered for 2025 Team membership.
- 3.4 Amendments to the Team may be made in accordance with these guidelines

### 4. Selection of Coaches, Trainers, Managers, Staff

- 4.1 The CEO may appoint a Head Coach and Team Manager(s) without reference to any clause or any conditions within These guidelines or may direct appointments to the Selection Panel.
- 4.2 The Head Coach will be one of either of the National Coaches employed full time in the High Performance program.
- 4.3 The 2025 Team Staff will be selected from coaches who get an athlete(s) on team and therefore are able to submit an expression of interest to be an assistant coach. Greater weight will be given to coaches who develop athletes and therefore get them onto the team.
- 4.4 Coaches/Trainers/Staff to the 2025 Team will be selected from current AT registered members.
- 4.5 Possess a Valid WT GOL via AT and supply proof as requested. (full responsibility is with the Applicant)
- 4.6 Coaches Possess a Valid WT level 2 Coaching License and supply proof as requested. (full responsibility is with the Applicant)
- 4.7 Coaches Posses a Valid Australian Taekwondo Coaches Qualification, (full responsibility is with the Applicant)
- 4.8 If ineligible to take a position on the Team pursuant to the conditions specified in these guidelines, the CEO of AT will refer the matter to the Selection Panel for consideration.
- 4.9 The Team list will be forwarded to the Australian Taekwondo CEO by the Selection Panel Chairperson as soon as is practicable for endorsement and publication.
- 4.10 Any matter that is not specifically stated in these guidelines that affects the selection of Coach/Trainer/ or any Staff members will be referred to the Selection Panel.
- 4.11 The selection panel shall give weight to any factor at its sole discretion when selecting

Trainers or staff.

4.12 The selection panel may at its discretion recommend to the CEO the inclusion of any Support staff position not included in this document and the inclusion of any such position shall be validated upon endorsement from the CEO.

4.13 In the event an athlete is uncontested, the athlete may be screened by the Selection Panel for international competition readiness. The Panel will assess attributes including, but not limited to: technical skills, fighting capabilities and prior competition record. Athletes and coaches will be provided a time and place for any such screening. Such screening may be conducted live or other online communication technologies at the sole discretion of the Selection Panel.

## 5. Selection Panel

The Selection Panel appointed by Australian Taekwondo from time to time, which, where practicable will comprise of:

- i. The Australian Taekwondo Head of Performance (Panel Chairperson)
- ii. The Combat Institute of Australia High Performance Director
- iii. The Head Coach of the U21 World Championships Team

The Selection Panel will select the Staff for the Team, other than those appointed by the CEO under clause 3a.

## 6. Key Assessment Criteria

### **Criteria 1 - Number of athletes directly coaches selected**

- if a coach has athlete(s) selected onto the team they are able to submit an EOI to be selected for the coaching team
- the more athletes the coach has selected the greater the score for that coach when being assessed.

### **Criteria 2 - Gender Equity and Diversity**

- Gender Equity & Diversity – A female coach will be nominated for all national coaching teams (where available and accredited).
- This measure aligns with the AIS Women in High Performance Coaching Action Plan (AIS, 2023), which identifies systemic under representation of women in high performance coaching (currently less than 10% across HP funded sports).
- This also ensures Australian Taekwondo meets our safeguarding requirements and ensures female athletes have access to a female coach or staff member
- In the instance a female coach does not apply or meet the criteria AT will ensure a female is part of the staff in a management role or assess the opportunity for a trainer role to be filled

### **Criteria 3 - International Coaching Experience**

- Prior exposure to International Events as a coach or trainer will be assessed
- Total experience at worlds and G-events will be assessed over the past 5 years

#### **Criteria 4 - Athlete Development Track Record**

- Have athletes they directly coach made Team for World Seniors, Juniors and Cadets in 2020 - 2025, achieved Nationals Black Belt Gold Medals, achieved results at Oceania Selections/Pacific Games and results at Oceania Presidents Cup and Australian Opens.
- Have the athletes under the coach achieved progression against the AT Athlete Development Framework and What It Takes To Win.

#### **Criteria 5 - Athlete to Coach Transition Opportunities and broader coach development**

- Where funding and coach/trainer allocations allow the trainer accreditations will be used to offer coaches development opportunities to attend the event.
- These spots will initially be identified for developing coaches.

## **7. Expectations of team and squad athletes**

- a. Attain a WT GAL via AT upon notice of selection
- b. Attendance at any required Team Training camp or competition prior to the 2025 U21 World Championships
- c. Notification to AT of any illness or injury that will affect preparation, including a Recovery Plan.
- d. Notification to AT of any other circumstances that will affect preparation.

## **8. Removal from Team**

Any athlete may be removed who:

- 7.1 By reason of illness or injury is unable to perform tasks/roles to the required standard in the opinion of the Selection Panel (after having received advice from a medical practitioner);
- 7.2 Breaches or fails to observe the conditions described in the Team Agreement or Code of Conduct;
- 7.3 Fails to meet the Team expectations without reasonable explanation and failure to inform AT;
- 7.4 In the consideration of the AT Selection Panel fails or breaches any rules of AT that at its sole discretion warrants removal from the Team;
- 7.5 Any Staff removed from the Team may be replaced in compliance with this Selection Guideline.

## **9. Funding**

Selection to the Team does not guarantee funding to any events, camps or the World Championships. Funding will be available for staff subject to the funding sources available to AT and the Combat Institute of Australia.

## **10. Extenuating Circumstances**

- 9.1 Notwithstanding anything contained within the Selection Policy, the Selection Panel may make a change to the athletes selected to the Team for any event, due to Extenuating Circumstances preventing an athlete from otherwise meeting the Performance Requirements or Required Event/s.
- 9.2 Only Extenuating Circumstances that prevent an athlete from meeting the Performance

Requirements or Required Event/s will be considered. In considering the performances of athletes at the Required Event/s, the Selection Panel at their absolute discretion, may give weight to Extenuating Circumstances, which shall include one or more of the following:

9.2.1 injury or illness.

9.2.2 equipment failure.

9.2.3 travel delays.

9.2.4 bereavement or disability arising from death or serious illness of an immediate family member.

9.2.5 an unanticipated event occurring at the Qualifying Event; or

9.3 Any other factors reasonably considered by the selection panel at their absolute discretion, to constitute Extenuating Circumstances.

A decision as to whether Extenuating Circumstances may apply to an athlete will be made by the Selection Panel on an individual case by case basis.

## 11. Amendments

10.1 This policy may be amended or supplemented by AT at its discretion to achieve the objective and specifically where matters arise which, in the sole opinion of AT have not been provided for in this policy or where the literal application of this policy would not achieve the objective.

10.2 This policy may be amended or supplemented by AT at its discretion where matters related to Covid effect the ability to implement the event or the policy in a manner that would not achieve the objectives set out in this policy. This includes but not limited to, changes to competition date, changes to competition location and or changes to selection method or criteria.

10.3 Any such variation or amendment must be advised in writing by the AT Chief Executive Officer (CEO). The AT CEO will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this Policy.

## 12. Appeals

11.1 There is no right of appeal against non-selection to the team for this event.