



# **2026 World Junior Championships Staff Selection Policy**

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**Policy last reviewed and updated by the AT Board:**

**Next policy Review Date:**

Not Applicable

**Responsible Person:**

CEO

# 1. Definitions

For the purposes of this Selection Policy:

- i. The “Team” means the 2026 Australian Junior World Championships Team;
- ii. The term ‘Team’ in this document shall refer to any Coach/Trainer/Manager or support Staff member that has been designated to the 2026 World Taekwondo Junior World Championship Team/s, in compliance with these guidelines.
- iii. the “Competition” means the 2026 World Junior Championships
- 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 7.
- vi. “World Taekwondo” (WT) means World Taekwondo being the sport’s International Federation.
- vii. 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)
- viii. The “Team Size” means the maximum number of team members as defined in Clause 3.
- ix. The “Selection Process and Criteria” means the requirements as defined in Clause 6.
- x. “Extenuating Circumstances” means the circumstances as defined in Clause 9.
- xi. “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.
- xii. “Trainer” is a Support Staff member who is allowed to undertake all responsibilities as that of a coach, with exception to being allowed on the mat during competition.
- xiii. “Conflict of Interest” is defined as a situation in which a person’s private, personal, professional or financial interests could, or could appear to, improperly influence the objective exercise of their duties in relation to this policy.
- xiv. “Doctor” means a medical practitioner who has completed a university medical degree, an internship, and is registered with medical board of Australia.

# 2. Background

Australian Taekwondo (AT) is responsible for providing opportunities to its members to maximise their performance and compete for selection to the Australian team at the 2026 World Taekwondo Junior Championships (The Team).

Aligned with the AIS 2028 High Performance Coach Development Strategy, Australian Taekwondo (AT) is committed to promoting gender equity by recognising that female coaches have historically faced unequal opportunities and by investing in targeted support mechanisms to drive meaningful progress. While always appointing the best candidate on merit, our goal is to facilitate and encourage women’s participation, identify and develop those with high-performance coaching potential, normalise their presence at the highest levels, and celebrate their success.

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 endeavour 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 support the 2026 World Junior Championships Team will be determined by Australian Taekwondo.

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 2026 Team membership.

3.4 Amendments to the Team may be made in accordance with these guidelines.

### 4. Selection of Head of Team

4.1 The Head of Team will be the AT Performance Pathways Lead.

### 5. Selection of Team Manager

5.1 The CEO may appoint a Team Manager without reference to any clause or any conditions within these guidelines or may direct appointments to the Selection Panel.

5.2 The Team Manager works in collaboration with the Head of Team to ensure all pre-departure, touring logistics, and operational elements of the touring team are managed professionally and implemented successfully. The Team Manager acts as the primary communications point for athletes, coaches in communicating team protocols, planned operational activities, and general team updates.

5.3 The Team Manager must possess a Valid WT GOL via AT and supply proof as requested. (full responsibility is with the Applicant).

5.4 The selected Team Manager will be forwarded to the Australian Taekwondo CEO by the Selection Panel Chairperson as soon as is practicable for endorsement and publication.

5.5 The manager will be selected by an EOI process.

### 6. Selection of Coaches, Trainers & Support Staff

6.1 The Coaches / Trainers will be selected from coaches who get athletes onto the team as per the criteria outlined below via the selection event.

6.2 The Selection Panel will utilise the below Key Assessment Criteria for Coaches.

6.3 AT will select the Coaches after the Selection Event.

6.4 Coaches / Trainers will be selected from current AT registered members.

- 6.5 Coaches / Trainers must possess a valid WT GOL via AT and supply proof as requested. (full responsibility is with the Applicant)
- 6.6 Coaches / Trainers must possess a valid WT Level 2 Coaching License and supply proof as requested. (full responsibility is with the Applicant).
- 6.7 Coaches / Trainers must possess a valid Australian Taekwondo Coaches Qualification, (full responsibility is with the Applicant).
- 6.8 The selected Coaches / Trainers list will be forwarded to the Australian Taekwondo CEO by the Selection Panel Chairperson as soon as is practicable for endorsement and publication.
- 6.9 Any matter that is not specifically stated in these guidelines that affects the selection of any Assistant Coaches will be referred to the Selection Panel.
- 6.10 The Selection Panel shall give weight to any factor at its sole discretion when selecting Trainers or staff.
- 6.11 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.
- 6.12 A Doctor will be selected to the Team in consultation with the Medical Committee.

#### **Key Assessment Criteria for Coaches / Trainers**

	CRITERIA	MEASURES
1	<b>Athletes Selected for the Team</b>	#athletes on team (the more athletes on team the stronger the case)
2	<b>Obligations under National Integrity Framework</b> - Ensuring team member safety, well-being and adherence to the Australian Taekwondo's adoption of the National Integrity Framework throughout the event.	Completion of required Sport Integrity Australia e-learning modules; <ul style="list-style-type: none"> <li>▪ Anti-doping Fundamentals</li> <li>▪ 2025 Annual Update</li> <li>▪ Safeguarding Children and Young People</li> <li>▪ Competition Manipulation and Sport Wagering</li> <li>▪ Introduction to Illicit Drugs in Sport</li> </ul>
3	<b>Experience</b> - Given the prestigious nature of the World Junior Championships, it is essential that appointed coaches have extensive experience. This elite competition demands demonstrated international	i. Do they have WT L2 coaching accreditation ii. Has the coach been selected on Australian Coaching teams for Senior, Junior or Cadet World Championships between 2022-2025

	expertise as a competitor and/or a coach, and a proven track record.	iii. Have they been selected for National Team/s for G-Events between 2022-2025 iv. Combining points ii. and iii. what is their total International experience at Worlds & G-Events
4	<b>Club Performance</b> - Club performance is a key indicator of a coach's experience and effectiveness in developing elite athletes. A strong track record reflects their ability to nurture talent and achieve high performance, making it a vital factor in selecting coaches for prestigious events like the World Senior Championships.	Club Performance (have athletes from their club): i. Made Team for World Seniors, Juniors and Cadets in 2022 - 2025 ii. Total Nationals Black Belt Gold Medals, iii. Results at Oceania Selections/Pacific Games and iv. Results at Oceania Presidents Cup and Australian Open
5	<b>Other considerations</b>	i. Has the coaching staff got the right gender balance to ensure male and female athletes are serviced appropriately under our child safe obligations ii. How many of their athletes were selected on National Teams in the previous 24 months. iii. What is the coach's current or previous involvement in AT programs (e.g. previous/current Pathway coach) iv. Is the coach identified as a developing coach with benefit from attending as a trainer

## 7. Selection Panel

7.1 The Selection Panel appointed by Australian Taekwondo where practicable will comprise of:

- i. The Australian Taekwondo Head of Performance (Panel Chairperson)
- ii. The Head of Team (PPP Lead)
- iii. A selected independent coach with no athletes on the Junior Team

7.2 The Selection Panel will select the Staff for the Team, other than those appointed under clause 6.11.

7.3 All members of the Selection Panel must declare any real or perceived Conflicts of Interest in writing prior to undertaking selection duties. Any declared conflict must be managed according to Clause 1.xiii.

## 8. Expectations of appointed Team Staff

8.1 Possess a WT GOL via AT as directed by AT.

8.2 Attendance at any required Team Training camp or training session prior to the 2026 World Junior Championships

8.3 Provide notification to AT of any illness or injury that will affect effective participation in team activities.

8.4 Provide notification to AT of any other circumstances that will affect effective participation in team activities.

## 9. Removal from Team

Any Staff member may be removed who:

9.1 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);

9.2 Breaches or fails to observe the conditions described in the Team Agreement or Code of Conduct;

9.3 Fails to meet the Team expectations without reasonable explanation and failure to inform AT;

9.4 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;

9.5 Any Staff removed from the Team may be replaced in compliance with these Selection Guidelines.

## 10. Funding

Selection to the Team does not guarantee funding to any selection events, camps or the World Championships. Funding will be available for Staff subject to the funding sources available to AT and confirmed prior to competition.

## 11. Extenuating Circumstances

11.1 Notwithstanding anything contained within the Selection Policy, the Selection Panel may make a change to the staff selected to the Team for any event, due to Extenuating Circumstances preventing a team member from otherwise meeting the Performance Requirements or Required Event/s.

11.2 Only Extenuating Circumstances that prevent a team member 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:

11.2.2 injury or illness.

11.2.3 equipment failure.

11.2.3 travel delays.

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

11.2.5 an unanticipated event occurring at the Qualifying Event; or

11.3 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 a team member will be made by the Selection Panel on an individual case by case basis.

## 12. Amendments

12.1 This policy may be amended or supplemented by AT at its discretion in order 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.

12.3 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.

## 13. Appeals

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