



USA CRICKET

SELECTION POLICY

(as of June, 2019)

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1. PLAYER ELIGIBILITY

In order to be eligible to play for the United States per the “ICC’s Player Eligibility Regulations” (dated October 25, 2017), at least one of the following must be true:

- The player was born in the United States; or
- At the date of submission of relevant information to the ICC, the player is able to demonstrate (by his/her possession of a valid U.S. passport) that he/she is a national of the United States; or
- At the date of submission of the relevant information to the ICC, the player is a Resident of the United States. For the purposes of this requirement, a player will be deemed to be a ‘Resident’ if the United States has been his/her primary and permanent home for the immediately preceding three (3) years.

The ICC’s full Player Eligibility Regulations can be found here: <https://www.icc-cricket.com/about/cricket/rules-and-regulations/playing-conditions>

2. ROLE OF THE SELECTION PANELS

USA selection panels will have the following core responsibilities:

- Select national squads and teams capable of winning matches and events;
- Select national squads and teams to ensure long-term national team success;
- Select the best players based on merit and in-line with the guidance provided in sections 4 and 5, without consideration of which club, league or region they compete in or represent;
- Act in a fair, transparent, honest, objective and impartial manner. Further, when a selector has a **conflict of interest*** (*Refer to section 8.0*) with a specific player (e.g. personal coach), as determined by him or herself or by the rest of the selection panel, he or she can provide input on the player’s specific strengths and weaknesses if the rest of the panel requests it but he or she should recuse him or herself when voting on that player’s selection or non-selection to the team. This clause does not apply to the National Coach as he/she clearly has a coaching relationship with all players in the pool and his or her feedback will be critical to selecting our best teams.

These responsibilities will be implemented through a close working relationship with performance and team support staff – in order to recognize the talent coming through the system and understand where to focus time and resources.

An appointed Chairperson of Selectors will also be responsible for:

- Reporting the USA selection panels’ decisions;
- Ensuring decisions are thorough, representative of the entire panel and delivered in line with the responsibilities and terms of reference outlined in this document.

3. SELECTION PANEL TERMS OF REFERENCE

3.1 The Selection Panels

There will be three separate USA Selection Panels, one for male teams, one for female teams, and one for the junior teams. Each panel will include four(4) selectors, plus a Chairperson of Selectors and the national coach of the respective playing group being selected who will be a non-voting member. As noted above, the total number of members in each of the committee panel will be 6.

Selection Panel Meetings: All selection panel meetings will be convened by the “Director of Cricket Operations (DCO)”, in situations where the DCO is unable to convene or attend, the chairperson of the selection panel will convene such meetings. Additionally, USA cricket staff will assist as necessary to facilitate such meetings. The DCO will act as a convenor/observer and may offer input for consideration. However, the DCO will not have any voting rights in selection matters.

The relevant USA Cricket staff will work closely with the DCO/Chairperson (selection committee) to convene meetings to ensure the responsibilities outlined in section 1 are fulfilled. In the absence of USA Cricket staff, the Cricket Committee Chair or its designate, will assume this role.

All panels will select senior and youth squads representing team USA. This will ensure the USA’s talent pipelines are understood and integrated from a selection perspective.

3.2 Appointment and the Term of Selectors

USA Cricket management in collaboration with the Cricket Committee will coordinate a public application process to appoint the selection panels and the Chairperson of Selectors.

Further to the public application process, appointments will be made based on an assessment of the required skills, experience and knowledge of all applicants, and these appointments are subject to Board approval.

Starting in 2019, after a review process, three selectors shall be appointed for a three year term and two other selectors for a two year term. At the end of their term the selectors may be reappointed for an additional term of three years. No selector may serve more than two consecutive terms. In case of necessity where a public process is not possible, the Cricket Committee may appoint an interim selector for a period of no more than 1 year

3.3 Attendance at Talent ID and Selection Events

In some cases that may be considered exceptional, the Chairperson of Selectors and relevant USA Cricket staff will determine the appropriate number of selectors and performance staff required for different talent identification and selection events. This will be determined by the event type and geographical location. In the absence of USA Cricket staff, the Cricket Committee will assume its role.

When all selectors cannot be present at an event, the use of a performance management / analyst system will be utilized where possible to capture footage and build an online catalogue of talented players' performances.

3.4 Selection Schedule

The recommended timing for announcement of national squads and national teams prior to events is outlined below. Announcements will be made publicly in order to allow performance and coaching staff to prepare national teams for optimal success. Every effort must be made to follow the selection schedule as outlined. Where special circumstances prevent following the published timelines, the Cricket Committee and the Board approval must be obtained for a reduced time line. All squad/ team lists must be submitted to the Cricket Committee and to the Board first, who in turn will ask the CEO to notify the players and also make a public announcement

National Squads: 3-6 months prior to an event

National Teams: 30-60 days prior to an event

3.5 Voting

All selection committee meetings shall have minimum of three selectors present. The Chairperson of Selectors will endeavor to ensure that the decision-making is achieved by consensus, however, should decisions require a vote, a simple majority will be required.

3.6 Communication

3.6.1 Selection Panel

Communication within the Selection Panels is to be carried out in an honest and transparent manner where all panel members' viewpoints are heard and understood. Once a decision is made or vote determined, the panel will be united behind the outcome, and consistent and united in their messaging to players. Additionally, the chairperson or CEO will be responsible for communication/announcements, responding to queries from the general public.

3.6.2 National Coach

The National Coach for male, female, and youth teams will be a non-voting member on each Selection Panel. This will help transparency of messaging, understanding specific roles for which players are selected and ensuring team balance.

3.6.3 Media

Any requests for comment from the media are to be directed to the Chairperson of Selectors and the CEO. In the absence of the CEO, the Cricket Committee Chair shall assume its role.

4. SELECTION PROCESS

4.1 National Squads

National Squads will be selected well in advance of events and normally may comprise of 18 to 24 players. National Squad selection must be a precursor to National Team selection. Situations requiring an exception will be discussed and aligned with the Cricket Committee prior to finalizing plans.

National squads will be selected through player assessments at one or more of the following:

- National Tournaments
- Regional Tournaments
- National/Regional combines
- USA Club Cricket and match analysis data
- Camps, training sessions or other cricket opportunities where a coach and selector(s) can effectively judge skills and potential.

Changes to the National Squads may happen for the following reasons:

- Pending player availability from time to time
- Due to eligibility requirements or injury to player

Squads will be selected to widen the pool of talented players. This will serve the purpose of:

- (i) increasing competition for spots and driving performance standards;
- (ii) developing younger, talented players through exposure to national squad standards; and
- (iii) decreasing geographical distance between Squad members and allowing more players to train competitively with members located nearby.

4.2 National Teams

The National Team (usually 14 or 15, plus emergencies) will be selected by the respective selection panel from the National Squad; however, the playing eleven (11) for each match will be selected together by the Captain, Vice-Captain and the Coach, taking into account the relevant tournament information such as conditions, opposition, team balance and player form. The playing eleven (11) selection panel will endeavor to ensure that the final decision making is achieved by consensus. However, should decisions require a vote, a simple majority will be required.

4.3 Captains and Vice Captains

A Captain and Vice-Captain of each team must be recommended by the respective Selection Panels to the Cricket Committee for ratification by the USA Cricket Board of Directors.

4.4 Announcement of Teams and Squads

All National squads and teams are to be announced within the timeframes outlined in section 2.3 to meet tournament requirements and give coaches and performance staff time for optimal preparations.

5. ASSESSING AND PROJECTING TALENT

The USA Player Rating Tool (see Appendix) will allow the Selection Panel to make objective and holistic player assessments as well as projections for the future talent pipeline.

The Rating Tool has been developed based on best practices from cricketing and US sporting organizations. It will help to create robust discussions and enable selectors to identify the best current squads. The projection component also aids succession planning and the development of future talent for long term, consistent National success.

The Tool will be discussed with all Selection Panels and amended in consultation with these Panels as required, to ensure there is absolute understanding and support for the concept.

5.1 Player Traits for Successful USA Teams

A player's assessment will include the following components. Players will be rated on each of these components for both present and future (projection) along with an overall assessment. The overall assessment and projection is not directly calculated based on each of these component scores, but it takes them into account:

Player Character

Character is a critical factor in making selection decisions, the following traits will be considered:

- Work ethic and professionalism
- Self-belief and confidence
- Team-first mentality, ability to thrive in a team environment

- Willing to learn and desire to improve

Fielding

USA teams will pride themselves on being excellent fielding units. Fielding is often a match-deciding facet of the game and preference will be given to players who significantly contribute to the team in the field through the following traits:

- Overall agility and speed to the ball
- Throwing accuracy and speed
- Catching ability in and out field
- Ground ball skills
- Energy and contribution to pack mentality

Batting

Ultimately, the Selection Panel is looking for batters who consistently make big scores. The following traits will be considered when assessing batters:

- Sound footwork and demonstrated ability on front and back foot
- Ability to rotate strike
- Ability to adapt to situations
- Mental strength to build innings and partnerships
- Match temperament and necessary tactics
- Running positively / aggressively between the wickets

Bowling

The following traits will be considered when assessing bowlers:

- Ability to create wicket-taking opportunities
- Ability to execute to a plan
- Ability to adapt to situations
- Can maintain pressure and bowl dot balls
- Match temperament and necessary tactics

Wicket Keepers

The following traits will be considered when assessing wicket keepers:

- Hands – particularly over the stumps
- Footwork
- Concentration and creativity to manage bowlers/fielders
- Athleticism
- Energy

Keys to Success

In addition to the above, the following ‘Keys to Success’ will be evaluated as part of the Player Rating Tool:

- Availability
- Commitment
- Thrive in a team environment
- Exceptional Fitness
- Strong Work Ethic
- Willingness to work towards Continuous Development

6. KEY SELECTION PRINCIPLES

In addition to the USA Player Rating Tool, the Selection Panel will consider the following traits when considering selection decisions:

Performances Under Pressure / Match Winners

The Selection Panel will look for demonstrated ability to influence match outcomes through outstanding performances and a consistent ability to perform under significant pressure / playing ‘up a level’ including at international competitions, representative matches or Selection Camps.

Character / Team Impact

For teams to be successful they need to have the right balance of personalities who can add value to the team environment – thus individuals’ character and leadership qualities will be a critical factor in selection decisions. Looking for players who ‘enhance other players by their presence’.

Fitness / Discipline

The best teams in world cricket are physically very fit and can perform consistently through long tournaments without having fatigue or injury issues. Players who are disciplined in their approach to improving their own game through strong fitness results and possess an attitude of continual improvement will be taken into account.

Team Balance / Conditions

Squads and teams will be selected bearing in mind an appropriate mix of player types for the conditions likely to be faced in the upcoming event (e.g. appropriate balance between batters, all-rounders, wicket keepers, spinners and pace bowlers). However, the over-riding principle that the best players can adapt their tactics to succeed in different conditions will be considered.

Youth vs Experience

The Selection Panel will always try to recognize and build exceptional young talent. This talent may be given some time to perform and gain experience, however, ultimately those talented players need to perform to maintain their place in the side. The Panel will also not discount more experienced players who have demonstrated consistent performances and also play a mentor role within the team.

Winning/Development

Winning and development matter. Selection panels will uphold the highest ethical standards in their duties and seek to balance the desire to win with the need for sustainable development of players. Prioritizing sustainable development ensures that we do not adopt a “win at all costs” approach, which tends to bring organizations into disrepute.

7. APPENDIX

7.1 Player Rating Tool

8.0 Conflict of Interest

8.1 Need for managing “Conflict of Interest”

- The term ‘conflict of interest’ refers to a situation in which a governing member (ex: individual(s) part of a committee or governance team) has/have competing interests or loyalties.
 - Failing to deal with a conflict of interest may not be illegal, but it is almost certainly unethical, and can cause real damage to USA Cricket and the reputations of the individuals involved.

8.2 Examples of potential “Conflict of Interest”

- Selector(s) potentially involved in the following scenarios:
 - Involved in managing, running and assisting with private academies outside of their selection role(s)
 - Provide formal consulting/coaching to players who are now being proposed or considered for selection
 - Friend or personal acquaintance of a player being proposed/considered for selection
 - Has a professional or business relationship with the player or his family
 - Any other scenario that may amount to a “perceived conflict of interest”. The ultimate goal is to **avoid conflict whenever possible**.

8.3 Selector “Conflict of interest declaration”

- In lieu of the above details, it is important that potential conflict be proactively reported to USA Cricket to the cricket committee or the USA Cricket Board directly.
 - Such feedback is expected to be provided well in advance of a typical selection meeting.
 - Failure to declare potential conflict may lead to disciplinary action initiated by the cricket committee

All selectors, coaches and players must act in the best interest of the national team and “in the event of a conflict of interest, the selector, player or the coach shall place the interest of the national team ahead of his/her own interest always”.

