



## Transplant Australia National Football Team Selection Policy

Version 1.1 Jan 2026

### 1. Introduction

This Selection Policy is made by Transplant Australia ("TA"), in consultation with the Transplant Australia Football Club ("TAFC") committee, to govern the selection of the Australian Transplant Football Team ("Team") who will represent Australia at international events, including the Transplant Football World Cup ("World Cup").

This Policy applies to all athletes seeking selection and remains in force until amended or replaced. All athletes should read and understand this document.

### 2. Definitions

- **Athlete:** A person eligible and seeking selection in the Team.
- **World Cup:** The Transplant Football World Cup event specified by TA for competition.
- **Selection Panel:** The appointed group responsible for selecting the Team.
- **Eligibility Criteria:** Conditions an athlete must meet to be considered for selection.
- **Selection Criteria:** Benchmarks used to assess athletes' suitability for Team inclusion.

### 3. Selection Objectives

TA, via the TAFC, commits to:

1. Ensuring the Team selected represents Australia with the highest possible standard of performance.
2. Conducting a fair, transparent and objective selection process that gives all eligible athletes an opportunity to be considered.
3. Selecting athletes who demonstrate teamwork, sportsmanship, leadership, and ambassadorial qualities in line with Transplant Australia values.

While TA and TAFC are committed to providing fundraising and sponsorship support for the team, all costs associated with participation in the World Cup rests with the individual participants. Selection in the team is based solely on merit and eligibility criteria and is in no way related to an individual's financial capacity.

### 4. Selection Panel Structure

The **Selection Panel** ("Panel") will include:

- Chair/Convenor (appointed by TA) – Kate Clark
- Head Coach of the Team – Camryn Milne

The Panel must act fairly, impartially, and without conflict of interest.

## 5. Eligibility Criteria

To be eligible for selection, an athlete must:

1. Be at least **16 years old** as of the World Cup start date.
2. Have received a **solid organ or bone marrow transplant** (confirmed by medical documentation).
3. Be an **Australian citizen/resident** or hold the right to represent Australia internationally.
4. Be in **suitable medical condition** to compete (clearance from a medical practitioner required).
5. Be a current TA member and affiliated to the TAFC.
6. Be currently engaged in football activity (club, trial, or similar commitments).
7. Agree to abide by TA's Code of Conduct, Anti-Doping, and other relevant TA policies.

*Note: TA may require completed registration or expression of interest forms by a specified date.*

Participation in the Australian team at the World Cup also requires each Athlete to hold appropriate travel insurance, including comprehensive medical and medical repatriation cover, effective from departure and for the duration of the event.

## 6. Selection Criteria

Selection will be based on the following six criteria:

1. **Football Ability**
  - Technical skills (ball control, passing, shooting)
  - Overall skill level, ball control, match impact, versatility
  - Work ethic at training and game environments
2. **Game Understanding**
  - Tactical understanding and positioning
  - Decision-making and adaptability
  - Competition/trial performance
3. **Physical Readiness**
  - Match fitness and physical readiness
  - Health, mobility, ability to complete in tournament style matches
4. **Team Contribution**
  - Attitude, coachability, and ability to work within team structures
  - Positional balance and flexibility across the team
  - Communication and cooperation with coaches and teammates
5. **Representation and Values**
  - Sportsmanship
  - Upholding the ethos of Transplant Australia
  - Positive ambassadorial behaviour on and off the pitch
6. **Availability and Commitment**
  - Participation in required trials, training sessions, camps, and matches

- Availability for World Cup travel and participation in full pre-tournament training and competition schedule in-country. Players must be available for Pre Tournament camp in Germany 9am on 3 September 2026 and depart no sooner than 13 September 2026.
- Commitment to contribute to collective team fundraising initiatives
- Commitment to supporting local media and football development opportunities as organised by TA.

The Selection Panel may use the scoring tools within the Athlete Selection Matrix to assist in determining the most appropriate players for specific team roles. In applying these tools, the criteria within each assessment category will be proportionately weighted to reflect their relative importance, having regard to the performance demands of the event and the Club's mission to increase awareness of, and promote, organ and tissue donation.

### **7. Extenuating Circumstances**

Athletes unable to attend trials due to medical, personal or extenuating reasons may submit a written request for consideration to the selection Panel. The Selection Panel will evaluate these circumstances on a **case-by-case basis**.

### **8. Selection Process & Timeline**

#### **a) Call for Expressions of Interest / Nominations**

- Published on TA channels with deadline.

#### **b) Trials & Evaluation**

- Scheduled activities for performance assessment.

#### **c) Panel Deliberations**

#### **d) Selection Outcomes**

- Athletes informed in writing before public announcement.

Deadlines and specific dates will be set by TA and the TAFC for each World Cup cycle.

### **9. Communication of Results**

Selected and non-selected athletes will be notified in writing. Confidentiality is expected until official announcements are made.

Where possible, the selection panel may provide **feedback** to athletes after selection decisions.

### **10. Withdrawal and Replacement**

If an athlete withdraws from the Team after selection or is removed for valid reasons (e.g., medical), the Panel may select a replacement at its discretion.

### **11. Appeals**

Appeals must be submitted in writing to TA within a specified timeframe (e.g., 48–72 hours from notification). Appeals are only considered on procedural grounds (e.g., incorrect application of this Policy), not on subjective selection decisions.

## **12. Code of Conduct and Wellbeing**

Athletes must observe the standards of conduct outlined by TA and adhere to all relevant health, safety, and anti-doping policies. Each Athlete is responsible for their own health in the lead up and during National Team commitments and must ensure they are fit and healthy to participate fully.

## **13. Policy Review**

This Selection Policy may be updated by TA from time to time. Latest versions will be made publicly available.

## **Appendices**

**Appendix A – Athlete Selection Matrix** *(below)*

**Appendix B – Transplant Australia’s Standards of Conduct** *(attached separately)*

*Please note: if selected as part the National Team attending the Transplant World Football Cup on Germany, an additional signed Athlete Agreement will be required.*

