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## CWI SELECTION POLICY

This Selection Policy contains guidance on:

1. The Selection Objectives;
2. The Selection Panels Structure;
3. The Mandate of Selection Panels;
4. The Selection Criteria;
5. The Communication Protocol;
6. Anomalies.

### **1. SELECTION OBJECTIVES**

The following are the key selection objectives:

- a. To select the most competitive teams in all formats;
- b. To manage the transition of players and roles with sound succession planning;
- c. To be fair and consistent in the selection of players;
- d. To be transparent to all stakeholders.

## 2. SELECTION PANELS STRUCTURE

The following table represents the selection panels structure:

Panel	Positions	Additional
West Indies Men's	<ul style="list-style-type: none"> <li>Executive Selector</li> <li>Selector</li> <li>Head Coach</li> </ul>	<ul style="list-style-type: none"> <li>3 Scouts</li> </ul>
West Indies Women's and Girls	<ul style="list-style-type: none"> <li>Executive Selector</li> <li>Selector</li> <li>Head Coach</li> </ul>	Selection Analyst
West Indies Boys	<ul style="list-style-type: none"> <li>Talent ID Manager</li> <li>Selector (Male)</li> <li>Head Coach</li> </ul>	
Playing XI	<ul style="list-style-type: none"> <li>Executive Selector / Talent ID Manager</li> <li>Head Coach</li> <li>Captain</li> </ul>	

- a. The **WI Men's panel** will select all West Indies male teams above the age of 19.
- b. The **WI Women's and Girls panel** will select all West Indies female teams, including youth and senior.
- c. The **WI Boys panel** will select all West Indies male teams up to age 19. They will be also responsible for identifying and managing the development pathway for these players.
- d. The **Playing XI panel** will select the team to take the field. When present, the Executive Selector / Talent ID Manager or alternate will chair the meeting. Otherwise, the Head Coach will lead.
- e. The **Executive Selector** would be the lead selector with added responsibilities such as, administrative duties of the panel, spokesperson of the panel, on tour selector with senior team, and lead architect of the plan for players' management, where selection is the

consideration. This person would also be responsible for enforcing the selection policy and chair meetings.

- f. The **Selectors'** prime responsibilities would be to observe regional tournaments and support the executive selector and head coach in selecting the best teams.
- g. The **Head Coach** of the respective teams would be a selector. In a situation where the head coach is not appointed at the time of selection, the Director of Cricket (DoC) would appoint an interim selector as replacement.
- h. The **Scouts** would be utilized to observe regional matches, predominantly in their country of residence.
- i. A **Selection Analyst** would float across the three panels responsible for squad selections. The analyst would provide statistical support to the panels to produce more informed decisions.

### **3. MANDATE OF THE SELECTION PANELS**

- a. To select the best West Indies teams on merit;
- b. To recommend captains and vice-captains to the Board of Directors (BOD) for approval. Recommendations must have an accompanying written rationale. The BOD must be given sufficient time to consider recommendations;
- c. To recommend the players for central contracts;
- d. To make decisions and act in accordance with the selection policy;
- e. To communicate effectively with the relevant stakeholders;
- f. To have a succession plan for players and roles in the teams;
- g. To actively communicate with the DoC and High-Performance Coaches to develop strategies for advancing the game of targeted players;
- h. The full-time panel must have face to face meetings quarterly; Other panels must have a minimum of two face to face meetings annually.

## 4. SELECTION CRITERIA

### 4.1. Players:

The foremost factors that should be considered for selection of players are:

- a. **Form and performance** – This should be the core of selection. Form and performance should be informed by statistics in recent competitive matches. Competitive matches are considered to be international fixtures, regional tournaments, or other recognized tournaments. The statistics should be tied to the specific format that the player is being considered for selection. Where there are exceptional circumstances, due rational should be provided to the DoC.
- b. **Fitness** – For consistent optimum performances of cricketers, fitness is critical. Given this fact, there should be a minimum fitness standard to qualify for selection. Such standards would be provided by the fitness and conditioning policy. Thus, the selection panels should adhere to this policy. Exceptional circumstances require the approval of the DoC.
- c. **Team balance** – The teams' dynamics should be influenced by the established brand of cricket to be played. All teams should have the best composition to reflect the successful brand of cricket of choice. Team balance should be format-centered. The brand of cricket and team balance should be determined by DoC, Executive Selector, and Head Coach. When captain is selected, he / she could be consulted.
- d. **Mental Capacity** – To be judged based on the context of performance. Mental capacity could encompass self-discipline, self-motivation, and match awareness.
- e. **Ability** – A player should be selected based on sheer potential only if still considered a developing player. Such ability could encompass a player's performance over a period of matches or a single performance.
- f. **Commitment** – This should be judged based on players' availability to play for West Indies. If a player is unavailable to play because of other cricket obligations i.e. participating in other cricket tournaments, this should be considered as contrary to commitment. A personal leave

of absence for sincere family obligation or similar should not be considered as a divergence from commitment.

#### **4.2. Captains**

The captains should meet all the criteria of a player in the previous section. Additionally, he or she should have a versatile background encompassing the following:

- a. Experience playing the game at the specific level being selected to captain;
- b. Some level of experience as a leader;
- c. Effective communicator, both verbally and written;
- d. Strategic thinking;
- e. Analytical skills;
- f. Planning skills; and
- g. Aptitude to motivate.

#### **5. COMMUNICATION PROTOCOL**

The following should be the communication between the panels and stakeholders.

- a. The lead selector (i.e. Executive Selector or Talent ID Manager) should communicate directly with a player about his/her selection/non-selection. This should be done verbally only (NOT SMS/MMS/Text messages or similar).
- b. Executive Selectors and Talent ID Manager are responsible for providing players with feedback.
- c. Players should be encouraged to engage selectors for feedback on their selections/non-selections.
- d. Selections should be communicated to the board through the DoC.

- e. The lead selector is responsible for communicating with the media and public about selection matters. This should be a coordinated effort with the CWI Communication department.
- f. Where there are major selection decisions that may attract the public interest, the CEO and President should be informed and consulted on the media approach.

## **6. ANOMALIES**

- a. Where the BOD rejects a recommendation for captaincy or vice captaincy, the panel must reconvene and resubmit alternative/s.
- b. Where there is a legitimate objection of selection by the DoC, substantiated with logics, the DoC has the authority to seek approval from the BOD for the selection panel to revise decision. Two-thirds ( $\frac{2}{3}$ ) majority of the BOD is required for such a sanction.