



The BC Bears Provincial XV Age-Grade Teams' Selection Policy

Effective date: October 29, 2015
Updated: February 28, 2022



1. Policy Objective

The purpose of this policy is to outline the criteria and procedures that British Columbia Rugby Union (BC Rugby) will adhere to and undertake to select Male and Female Age Group XV Teams to represent BC in Rugby Canada National competitions and any other competition deemed to contribute to the high-performance development of each respective team.

2. Policy Statement

It is the policy of BC Rugby to:

- Provide transparency to the selection criteria and procedure that each Head Coach will undertake to select a BC Bears XV Team;
- Provide ample opportunity for all aspiring athletes to be observed in their preferred position by the respective Head Coach or BC Rugby's Performance Development Manager;
- Provide constructive feedback to all aspiring athletes and, when possible and appropriate, communicate that feedback to the athletes' coach and parent/guardian;
- Appoint a Head Coach to each Male and Female Age Group XV Team on the basis of holding minimum qualification requirements as outlined in BC Rugby's Coaching Pathway and having the skills and experience to oversee a fair and thorough selection procedure, adhering to BC Rugby's Selection Criteria.

3. Selection Procedure

The BC Rugby Provincial XV Team Selection Procedure is a two-step process. First, aspiring athletes must be observed by the relevant Head Coach or BC Rugby's Technical Director. BC Rugby's Provincial Regional Championships play a pivotal role in the selection, though we make available four opportunities:

- A. Identification Sessions:** Identification Sessions are the primary entry point for athletes wanting to represent BC in a Provincial Age Group XV Team and are open to any eligible athlete who wishes to be considered for selection.
 - i. BC Rugby will provide at least two ID sessions for each Provincial Age Group Team;
 - ii. It is strongly recommended that athletes attend at least one Identification Session to ensure the relevant Head Coach has observed the athlete;
 - iii. Identification Sessions will be advertised on bcrugby.com and promoted through BC Rugby communication channels.



- B. Competitive Club Rugby XV Fixtures:** Athletes participating in BC Rugby fall and spring youth leagues may be observed.
- i. BC Rugby's Technical Director or the relevant Head Coach must inform the competition organizers or the two Club/School coaches of their presence before kick-off.
- C. Competitive High School Rugby:**
- i. **BC Girls High School Rugby Provincial Championships:** Female athletes participating at the BC Girl's High School Rugby Provincial Championships will be observed by BC Rugby's Technical Director and/or the relevant Head Coach.
 - ii. **BCSSRU Provincial Championships:** Male athletes participating in the British Columbia Secondary Schools Rugby Union (BCSSRU) Provincial Championships will be observed by the relevant Head Coach and/or BC Rugby's Technical Director.
- D. BC Rugby's Provincial Regional Championships:** Athletes participating in BC Rugby's Provincial Regional Championships (PRCs) will be observed by the relevant Head Coach and/or BC Rugby's Technical Director.
- i. It is highly recommended that all aspiring athletes participate in the PRCs;
 - ii. If an athlete is unable to participate in the PRCs due to injury or illness, they must inform the relevant Head Coach and BC Rugby's Technical Director.

Finally, after BC Rugby's Provincial Regional Championships, each Head Coach will nominate a squad of up to 40 players to BC Rugby's Technical Director for approval. BC Rugby will then send an invitation to the approved squad list to progress to BC Rugby's Selection Camps and post the squad list to bcrugby.com.

- E. Selection Camps:** Selection Camps are the final step in the Selection Process and must be attended by all invited squad athletes wishing to be considered for the Provincial XV Team.
- i. If an invited squad athlete cannot attend a Selection Camp due to a legitimate reason (e.g. injury, illness, exam), the athlete or the athlete's parent/guardian must notify the relevant Head Coach or BC Rugby's Technical Director of the reason for absence, ideally in advance of the relevant Selection Camp;
 - ii. In the case of an invited squad athlete being unable to attend any Selection Camps, the relevant Head Coach will consult with BC Rugby's



Technical Director to review the athlete's selection into the Provincial XV Team on a case-by-case basis.

At the conclusion of the final Selection Camp, the relevant Head Coach will nominate a Provincial XV Team of up to 26 players and 4 non-travelling reserves to BC Rugby's Technical Director for approval. BC Rugby will notify all Selection Camp invited athletes of the Provincial XV Team within 72 hours of the final Selection Camp.

4. Game Day Selection

When playing at Rugby Canada National competitions and any other competition deemed to contribute to the High Performance development of each respective team, the Provincial XV Team Head Coach will name a starting XV and reserves at least 24 hours prior to kick-off for each game, or earlier if required by the rules of the relevant competition.

After naming a starting XV and reserves, the Head Coach may make changes as required.

All Game Day Provincial XV Team selections are final and are not subject to appeal.

5. Selection Criteria

The Head Coach, supported by BC Rugby's Technical Director, will make the Provincial XV Team selection based on the listed criteria, which will also be a consideration for the nomination of the selection camp squads.

A. Player Eligibility: To be eligible for selection, an aspiring athlete must meet the following pre-requisites:

- Be a resident of British Columbia; and
- Be a member of BC Rugby in good standing; and
- Be without any outstanding disciplinary suspensions at the time of Squad nomination and Team selection.

Additionally, any player wishing to be selected for the U18 Girls or Boys XV's Team must:

- Hold a valid passport with no travel restrictions.

B. Player Performance: Players will be evaluated on their in-play performance and their performance of set drills, speed, skill and strength tests as the drills and tests relate to players' preferred positions – see Appendix 5.



- C. Player Teamwork:** Players will be evaluated on their ability to cooperate and collaborate with fellow players, and their contribution to a positive, respectful and inclusive team environment.
- D. Player Attitude:** Players will be evaluated on their positive, considerate and appreciative attitude towards the game, officials, coaches, support staff and teammates.
- E. Positional Requirements:** Players will be evaluated on the required skill set of their preferred positions, as detailed in Appendix 5, and any other position the Head Coach may recommend.
- F. Commitment:** Players will be evaluated on their attendance to selection camp and overall application to continuous individual and team improvement.
- G. Player Injury or Illness:** Players adhering to 'return to play' protocol, with injury or illness can still be considered for selection, depending on the nature of the concussion, illness or injury and recovery time. Throughout the selection process, players and/or their parent/guardian are responsible for informing the relevant Head Coach and/or BC Rugby's Technical Director of any previous concussions, concussion symptoms, injury or illness that may hamper the player's performance.

6. Athlete Commitment to Provincial XV Team

It is BC Rugby's expectation of each athlete selected to a Provincial XV Team to make the following commitments:

- Adhere to BC Rugby's Code of Conduct at all times;
- Attendance at 75% of the relevant Provincial XV Team training sessions;
- Attendance at all warm-up games;
- Full attendance for the relevant National Championships;
- Adhere to the Laws of the Game at all times;
- To immediately inform the relevant Head Coach of any and all suspected concussions, injuries or illnesses – See appendix 4 for Contact Details of all Head Coaches.



7. Injured/Ill Team Players and Call Up of Reserves

In the event of a Provincial XV Team player suffering a concussion, becoming injured or ill prior to the National Championships, the relevant Head Coach will evaluate their likely recovery time relevant to the Provincial Team's game schedule.

If the Head Coach deems the player's recovery time insufficient to allow that player to safely return to the Team with respect to the playing schedule, the Head Coach will inform BC Rugby's Technical Director of the situation.

The Head Coach will select a non-travelling reserve player as a like-for-like replacement based on the Team's positional requirements. BC Rugby will provide written notice to the reserve player selected to join the Team.

In the event of the concussed/injured/ill player having already made payment, BC Rugby will refund these fees (minus any costs already incurred, such as training camp costs).

In the event of the positional requirement of the Team not being met through the non-travelling reserves, the Head Coach may select a reserve player from the selection camp squad.

All reserve player call ups will be presented to BC Rugby's Technical Director for approval.

8. Appeal Process

A player may appeal their non-inclusion to the Selection Camp Squad or their non-inclusion to the Provincial XV Team under the following terms:

- A. Appeal Timing:** Athletes wishing to appeal a decision have 72 hours from the time at which they received written notice of the selection decision to submit a written appeal to the BC Rugby CEO via email.
- B. Grounds of Appeal:** Sufficient grounds for appeal include providing evidence of one of the following occurrences:
 - Selection procedure was not followed by the decision-maker;
 - A selection decision was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views);
 - Relevant information was not considered (e.g. injury or illness) or irrelevant information was taken into account by the decision-maker;
 - A decision that was grossly unreasonable was made.



C. Making an Appeal: BC Rugby must receive a written appeal via email that details the following information:

- Date the appellant was advised of the decision being appealed;
- Grounds for the appeal;
- Detailed reasons for the appeal;
- All evidence that supports these grounds;
- Requested remedy or remedies.

D. Judgment of the Appeal: The BC Rugby Appeals Committee will make judgment on the merits of the appeal brought forward and will endeavor to provide a judgment and, if required, the remedy within 5 working days of the appeal being lodged.

9. Supporting Policies

Internal

- BC Rugby Code of Conduct
- BC Rugby Coaching Pathway
- BC Rugby LTAD Implementation

External

- Rugby Canada's Player Pathway
- Rugby Canada's Coaching Pathway



APPENDICES

1. Talent Identification & Development Calendar
2. Provincial XV Teams 2022 Competition Calendar
3. BC Rugby's Provincial XV Teams 2022 Contacts
4. Positional Player Performance Feedback Sheets

1. Talent Identification & Development Calendar

March

13th 12-3pm Boys U19 @Westhore
13th 12-3pm Boys U19 @ UBC
20th 10am to 3pm Girls U15-U23 @ Abbotsford
27th 10am to 3pm Girls U15-U23 @ UBC
27th 10am to 3pm Girls U15-U23 @ UVIC

April

3rd UBC Boys U19 10am-3pm
BC Highschool leagues begin

May

08th U18 Boys ID camp@ UVic, BC
15th U18 Boys ID camp@ UBC, BC
26th-27th BCSSGR Provincial Championships @TBD

June

1st - 3rd BCSSRU Provincial Championships @ TBD

July

1st - 3rd Provincial Regional Championships @ UBC
12-17th U15-U18 Provincial Camps @TBD

2. Provincial XV Teams 2022 Competitions Calendar

July

13th - 15th U16, U18 Boys/Girls Games v Loggers @ Chuckanut, USA
19th U17 Boys vs Exeter School @ Vancouver, BC
20th - 24th U14 Camp & Tourney @ UBC
27th - 31st U15-U18 Girls/U23 Women, Westerns @Kelowna, BC



August

29th – 7th

U19 Canadian Rugby Championships @ Guelph, Ontario

Note: Additional dates will be added once all warm-up games dates are confirmed.

3. BC Rugby's Provincial XV Teams 2022 Contacts

BC Rugby's Technical Director – John Tait

Email: jtait@bcrugby.com

BC Rugby Union Boys' Teams Staff

*Coaches/Selectors change on a yearly basis

BC XV Team Position	Name	Email
BC U14 Boys' Head Coach	Matt Jones	Matt10jones@hotmail.com
BC U15 Boys' Head Coach	Everett Konsmo	Everettkonsmo@hotmail.com
BC U16 Boys' Head Coach	Chris Seyler	Cseyler@fraseracademy.ca
BC U17 Boys' Head Coach	Dan Haynes	Danhaynes06@icloud.com
BC U18 Boys' Head Coach	Leana Marton	Lkmarton@shaw.ca
BC U19 Men's Head Coach	Jared Barker	Jbarker1975@gmail.com

BC Rugby Union Girls' Teams Staff

*Coaches/Selectors change on a yearly basis

BC XV Team Position	Name	Email
BC U15 Girls' Head Coach	Aimee Burley	Aimeeburley@gmail.com
BC U16 Girls' Head Coach	Glen Sharpe	Glen.sharpe@ubc.com
BC U18 Girls' Head Coach	Olly Winser	Olly@winser.com
BC U23 Girls' Head Coach	Dean Murten	Dean.murten@ubc.ca



4. Positional Player Performance Feedback Sheets

WORK ONS	PROP	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	POSITIONING (repositioning to 1,2,3 channels)	
	Post Tackle	
	SCRUM	
	Safe, stable and powerful	
	Hunched	
	Spine in line	
	LINE OUT	
	Dynamic and safe lifter	
	Awareness of role	
	WORK RATE	
	AGGRESSION	



WORK ONS	HOOKER	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	POSITIONING	
	POST TACKLE	
	SCRUM	
	Safe, stable and powerful	
	Spine in line	
	Hunched	
	Balanced lead leg	
	LINE OUT	
	Front	
	Middle	
	Back	
	Strong Throw	
	WORK RATE	
	AGGRESSION	



WORK ONS	LOCK	STRENGTHS
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	POSITIONING	
	SCRUM	
	Powerful	
	Hunched	
	Spine in line	
	LINE OUT	
	Explosive Jumper	
	Good Hands	
	Accurate delivery	
	Strong Defense	
	RESTART	
	Sets Early	
	Catches at highest point	
	WORK RATE	
	AGGRESSION	



WORK ONS	FLANKER	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Running Lines (straight or curved)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	Strong over ball	
	POSITIONING	
	SCRUM	
	Powerful	
	LINE OUT	
	Explosive Jumper	
	Good Hands	
	Accurate delivery	
	Strong Defense	
	RESTART	
	Sets Early	
	Catches at highest point	
	WORK RATE	
	AGGRESSION	



WORK ONS	NUMBER 8	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Running Lines (straight or curved)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	Strong over ball	
	POSITIONING	
	SCRUM	
	Powerful	
	Ball Control	
	Makes Gain line	
	LINE OUT	
	Explosive Jumper	
	Good Hands	
	Accurate delivery	
	Strong Defense	
	RESTART	
	Sets Early	
	Catches at highest point	
	WORK RATE	
	AGGRESSION	



WORK ONS	SCRUM HALF	STRENGTHS
	ATTACK	
	Organizes well	
	Speed to breakdown	
	Running threat	
	Retains possession	
	PASSING	
	Fast and accurate both ways	
	From Lineout	
	From Scrum	
	KICKING	
	Accurate Box kick	
	DEFENCE	
	Organizes well	
	Fits in when needed	
	Tackle	
	Controls forwards	
	GAME MANAGEMENT	
	WORK RATE	
	AGGRESSION	



WORK ONS	FLY HALF	STRENGTHS
	ATTACK	
	Organizes well	
	Running Lines	
	Attacks defense line	
	Retains possession	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	Restarts and Goal Kicks	
	DEFENCE	
	Organizes well	
	Tackles	
	COMMUNICATION	
	GAME MANAGEMENT	
	WORK RATE	
	AGGRESSION	



WORK ONS	CENTRE	STRENGTHS
	ATTACK	
	Running Lines	
	Line breaks	
	Supports breaks	
	Exploits overlaps	
	Strong in Contact	
	Accurate at breakdown	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	DEFENCE	
	Aggressive and strong tackler	
	Repositions effectively	
	COMMUNICATION	
	GAME MANAGEMENT	
	WORK RATE	
	AGGRESSION	



WORK ONS	WINGER	STRENGTHS
	ATTACK	
	Running Lines	
	Line breaks	
	Supports breaks	
	Finisher	
	Strong in Contact	
	COUNTER ATTACK	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	DEFENCE	
	Effective tackler	
	Positional awareness	
	Dealing with kicks	
	Kick Chase	
	COMMUNICATION	
	WORK RATE	
	AGGRESSION	



WORK ONS	FULL BACK	STRENGTHS
	ATTACK	
	Running Lines	
	Line breaks	
	Supports breaks	
	Finisher	
	Strong in Contact	
	COUNTER ATTACK	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	Goal Kicking	
	DEFENCE	
	Effective tackler	
	Strong in system	
	Dealing with kicks	
	COMMUNICATION	
	WORK RATE	
	AGGRESSION	