



SANSSU

Suid-Afrikaanse Nasionale Skoleskuttersunie
South African National Schools Shooters Union

POLICY FOR THE SELECTION OF TEAM MANAGEMENT

1. INTRODUCTION

It is the norm for SANSSU to send a team on an overseas tour each year. This team is normally representative of South African School Shooting, and is selected through a stringent selection process, from a pool of shooters representative of all provinces.

The size of the team is determined annually, and is often directed by funding, as well as the type of event that the shooters will participate in, and the applicable competition rules.

Each year, team management is selected to take responsibility for the team, both in terms of logistical arrangements prior to the tour, and management of the team while travelling and competing.

This policy outlines the process to be followed when selecting this team management, including minimum requirements for any nominees.

2. UNDERLYING PRINCIPLES

It is acknowledged that appointments to team management is seen as a reward for good and long service within the organisation, but this must be counter-balanced against competence and professional conduct. The stipulations outlined in this policy clearly indicate the type of person, including personal traits as well as skills and experience required, ideally sought to fulfil this role.

Paramount to any appointment must be the well-being of the shooters, who are school children, and therefore minors. The team management needs to fulfil a role as leaders, managers, parents and educators, while away on tour. This requirement must underpin any appointment decision, and if there is any doubt as to an individual's ability to fulfil these roles, then they should be excluded as candidates.

As far as possible, opportunities should be given to different people within the SANSSU fold who meet the requirements. In addition, consideration must be given to providing opportunities to officials from all provinces, and no one team management group should be selected from only one province.

Any candidate should display a clear understanding and acceptance of the following:

- 2.1 The vast administrative requirements for the team management, which are stipulated and non-negotiable when travelling with a team
- 2.2 That the shooters are minors, scholars, and as such can never be left unattended. The team management must at all times know of the whereabouts of any shooter in their team.
- 2.3 The management of the team finances is to be handled within the parameters set out by the SANSSU executive, and a full accounting is necessary.

3. EXPERIENCE AND HISTORY IN SANSSU

- 3.1 At least 5 years of service in SANSSU
- 3.2 Proven managerial ability within the SANSSU environment
- 3.3 General record of good behaviour
- 3.4 Performance and behaviour on any previous tours (national and international) to be blemish-free
- 3.5 The incumbent will be requested to commit to service in SANSSU for a period of three (3) years after the tour, unless a reasonable change in circumstances prevents this. The intention behind this is to ensure continuity of experience as well as hand over of skills acquired during tours.

4. PERSONAL CHARACTERISTICS AND TRAITS

- 4.1 Strong leadership ability
- 4.2 Impeccable integrity
- 4.3 Positive and dynamic
- 4.4 Flexible
- 4.5 Proven decision making ability
- 4.6 Key understanding of the role of educators, and a proven ability to fulfil this role
- 4.7 Strong communication skills
- 4.8 Ability to build and lead a team
- 4.9 Ability to multi-task and cope under pressure
- 4.10 Empathy
- 4.11 Ability to handle and manage conflict effectively

5. SPECIFIC SKILLS AND KNOWLEDGE

- 5.1 Clear knowledge of the rules of the sport
- 5.2 Experience as a shooting coach
- 5.3 Understanding of the principles of good corporate governance
- 5.4 Proven ability to manage money and do proper financial record keeping
- 5.5 Proven sport administrative expertise
- 5.6 Knowledge of the requirements for international travel
- 5.7 Bilingual (English and Afrikaans)
- 5.8 A clear understanding and knowledge of the SANSSU constitution
- 5.9 First Aid

6. CONFLICT OF INTEREST

Within a school sporting environment, the possibility of a conflict of interest is very real. This includes inclusion of a parent/child in the team. When making any appointments to team management, the panel must do all it can to eliminate any possibility of conflict of interest arising.

Where, in the discretion of the panel, a perceived conflict of interest exists, and the panel believes that the appointment should be made regardless, clear parameters for behaviour must be provided in writing to the relevant parties.

7. TEAM MAKE-UP

- 7.1 Size of team management to be determined by the Council of SANSSU, and directed by the team make-up (disciplines) and size, as well as funding available.
- 7.2 Recommended minimum ratio of management: shooter is 1:10
- 7.3 At least one member of team management is to be an educator (employed as an educator/teacher by the department of education or a school)
- 7.4 At least one female and one male are to be included in the Team Management
- 7.5 Current drivers licence

8. PROCESS FOR SELECTION

- 8.1 Provincial Presidents must submit nominees for team management at least two weeks prior to the AGM.
- 8.2 Each province may nominate 2 people for the team management for each discipline, ie 2 nominations for rifle shooting and 2 nominations for pistol shooting.
- 8.3 Any nominations are to be sent to the Secretary of SANSSU, on the appropriate form.
- 8.4 A motivation should be attached to this nomination, addressing requirements as stipulated in this policy.
- 8.5 The Executive Member responsible for tours will scrutinise nominations, ensuring criteria are met. He/she will compile a report including:
 - 8.5.1 A final list of eligible candidates.
 - 8.5.2 The reasons for the exclusion of any candidates.
- 8.6 This report is to be tabled by the Executive Member responsible for tours to the Executive of SANSSU prior to the AGM, for consideration and ratification.
- 8.7 The final list of candidates, as ratified by the Executive, will be tabled at the AGM.
- 8.8 No additional candidates may be tabled during the AGM or bosberaad proceedings.
- 8.9 A Selection Panel will be appointed from, and elected by, the Council. The make-up of this Selection Panel is to be as follows:
 - 8.9.1 Chairperson: Executive Member responsible for tours (unless clauses 8.9.4 or 8.9.5 below apply, in which case the Executive Committee will nominate one of its other members to fill this role)
 - 8.9.2 4 additional members to be appointed
 - 8.9.3 The additional members to be from different provinces
 - 8.9.4 All Panel members to be free of any vested interest, including where they may have a direct relationship to one of the candidates, eg parent, spouse.
 - 8.9.5 None of these Panel members can be candidates under consideration.
- 8.10 This selection panel will meet for a reasonable amount of time, scheduled during the course of the bosberaad weekend, to consider candidates.
- 8.11 Decisions should be made on a basis of consensus, but where this is not possible, a majority vote will be sufficient.
- 8.12 Team Management will be announced by the end of the Bosberaad weekend.
- 8.13 Nominees who did not achieve selection will automatically be considered during the following year, once confirmation of availability is confirmed by the relevant Secretary.