



**Cycling South Africa  
Mountain Bike Commission**

**2016  
Selection Criteria  
For the  
South African Mountain Bike Team  
and  
High Performance Squad**

**Cycling South Africa – MTB Commission  
Mountain Bike Team and HP Squad Selection Criteria 2016 – V01**

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## 1.0 Introduction and Purpose

- 1.01 To enable riders to prepare, train and schedule for the upcoming 2016 racing season, and for their potential selection to national mountain bike teams, it is essential that clear guidelines and targets are set out for them to work to. That is thus the main purpose of this document.
- 1.02 While these Team Selection Criteria form an integral part of the High Performance [HP] program of CSA-MTB, the HP guidelines are dealt with in a separate document. The selection criteria will be used to identify and select riders into the HP program, but riders who are not yet on the HP program are not necessarily excluded from selection. They must, however, still meet the criteria contained in this document.
- 1.03 The general guiding policy for selection to the High Performance Squad is included as Addendum 1
- 1.04 The Team Selection Criteria will be used to select the teams to represent South Africa at:
  - 1.04.001 Mountain Bike World Championships 2016
  - 1.04.002 Host nation RSA Team for any Mountain Bike World Cup that may be held in South Africa
  - 1.04.003 Other events, if held, where selection of an RSA team is required; e.g. African Continental Championships
  - 1.04.004 In collaboration with SASCOC guidelines and UCI quotas, to nominate riders to compete at the 2016 Olympic Games. Any agreement between SASCOC and CyclingSA regarding qualification criteria will also be applied[to be made available as soon as published]
- 1.05 It is very important to understand at this stage that, by a rider meeting the performance criteria set out later in this document, he/she will not automatically qualify for inclusion in the High Performance squad and/or inclusion in ANY RSA MTB team. A selection process and panel approval is also required.

## 2.0 Selection Panel

As part of the process to ensure that the selection panel operates in a fair, objective and transparent manner, the following principles will apply for the appointment and participation of panel members:

- 2.01 Eligibility:
  - 2.01.001 It is preferable that panel members should not be directly involved with contending riders in one or more of the following roles: Parent, coach, sponsor or manager
  - 2.01.002 If any panel member in such a role is appointed due to expertise and-or specialist knowledge, they will be expected to recuse themselves from any discussion relating to their riders
- 2.02 Panel members should be appointed on the basis of proven competence in at least one or more of:
  - 2.02.001 Depth of knowledge and understanding of selection principles and policy
  - 2.02.002 Ability to apply selection criteria fairly, objectively and consistently
  - 2.02.003 Specific discipline expertise, in one or more of XCO, DHI, XCM and END
  - 2.02.004 Specialist sports scientific knowledge and expertise, preferably related to cycling and MTB
  - 2.02.005 Direct observation and assessment of rider performances at selection events
- 2.03 Selection Panel 2016:

To retain institutional knowledge and promote continuity, panel members should serve through to the end of the 2016 season. The appointed panel members are:

|          |                  |                                |
|----------|------------------|--------------------------------|
| 2.03.001 | Grevile Ruddock  | [Convenor]                     |
| 2.03.002 | Greg Van Heerden | [High Performance]             |
| 2.03.003 | Brett Coates     | [Director: MTB]                |
| 2.03.004 | Bryan Strauss    | [Team Manager]                 |
| 2.03.005 | Riaan Du Preez   | [DHI specialist]               |
| 2.03.006 | << Vacant >>     | [Coaching and related matters] |

2.03.007 << Vacant >> [Rider Representative]

2.04 Additional members may be co-opted to the selection panel, to provide further inputs and observations

### **3.0 Minimum requirements for eligibility of riders**

3.01 Must be a South African Citizen

3.02 Must meet the UCI requirements in terms of citizenship, particularly in cases where dual citizenship comes into question

3.03 Must have a “full racing” Cycling SA license by the start of the season, or first selection race if earlier

3.04 May never bring the sport into disrepute

3.05 Must familiarize him/herself with-, and comply with-, all the rules of the UCI and CSA

### **4.0 Team Squad sizes and PDI Representation**

4.01 Since the transformation and development plans and implementation of CSA-MTB are behind that of many other sports in South Africa, we will have a quota system in place to ensure we afford PDI mountain bikers the best possible opportunity to develop into world-class mountain bikers

4.02 While budget constraints will determine final squad sizes, the target will be to achieve a 15% PDI representation in teams. However, these riders also need to meet the selection criteria. In effect, this means that where more than 1 rider has equal qualification data, then any PDI will have preference.

4.03 Overall, however, team squad sizes will be limited as set out below.

4.04 Should there therefore be more riders who qualify through the performance criteria set out below, only the very best riders will be selected, based on the times they achieve against the best in the World. Please also see the tables of maximum team sizes below in this document.

### **5.0 Mountain Bike Disciplines and Age Categories recognized**

5.01 Team selection will only focus on XCO [Cross Country], DHI [Downhill Individual] and XCM [Marathon Cross Country]

5.02 It is important to note that XCM only applies to riders 19 years and older and only for the full marathon distance as per the UCI rules

5.03 While Youth riders may not be selected to the team, this age group is considered the entry point for talent identification, and for potential inclusion into the HP Squad

5.04 Senior riders [19yrs+] performing well in our local 35km and 70km races would have to compete in either XCO or the full distance XCM to be recognized.

5.05 Only riders turning 17 years and older in 2016 will be considered for selection [except where the UCI allows younger riders at the World MTB Championships]

- 5.06 Any rider of 30 years and older in 2016, and who wants to be considered for selection as an Elite, will be required to have an Elite Racing Licence at the start of the 2016 season.
- 5.07 This implies that riders aiming for team selection will need to decide to obtain an Elite licence prior to the season commencing, and must then race Elite for the full season

## 6.0 Applicable Age Categories:

- 6.01 XCO and DHI:  
 6.01.001 Team: Junior and Elite racing categories only Masters World Champs: 30yrs+  
 6.01.002 Squad: Youth, Junior and Elite
- 6.02 XCM:  
 6.02.001 Team: 19 years and older

## 7.0 Performance Criteria

- 7.01 It is again emphasized that team selection is not automatic on meeting the performance criteria  
 7.02 The ability of riders to meet the targets in competition will also be assessed  
 7.03 To be eligible for team selection, riders would need to meet the minimum criteria detailed below  
 7.04 If no riders in any specific category or group meet the criteria, then no riders will be selected for that Category  
 7.05 PDI riders will still have to meet the selection criteria, but the percentage targets below will be increased by 10%

### 7.06 Cross Country – XCO:

- 7.06.001 **XCO – Men**  
 Riders must have average lap times of no more than the percentages [%] shown below for the fastest Elite Male athlete in SA in at least 3 events where the top SA Elite Athlete is competing, or the winning Elite male as indicated above:
- 7.06.002 **Elite Men**  
 7.06.003 Target: Top 30 at World Champs  
 7.06.004 Team: 105% Squad: 107%
- 7.06.005 **U23 Men**  
 7.06.006 Target: Top 20 at World Champs  
 7.06.007 Team: 105% Squad: 107%
- 7.06.008 **Junior Men**  
 7.06.009 Target: Top 20 at World Champs  
 7.06.010 Team: 110% Squad: 115%
- 7.06.011 **Youth Men** [talent identification only]  
 Squad: 115%
- 7.06.012 **XCO – Women**
- 7.06.013 **Elite Women**  
 7.03.014 Target: Top 20 at World Champs  
 7.03.015 Team: 120% Squad: 125%

- 7.06.016 **U23 Women**  
 7.06.017 Target: Top 20 at World Champs  
 7.06.018 Team: 120% Squad: 125%
- 7.06.019 **Junior Women**  
 7.06.020 Target: Top 20 at World Champs  
 7.06.021 Team: 130% Squad: 135%
- 7.06.022 **Youth Women** [talent identification only]  
 Squad: 135%

## 7.07 Downhill Individual – DHI:

- 7.07.001 **DHI – Men**  
 Riders *final* run times must not be more than the percentages [%] shown below for the fastest Elite Male athlete in SA in at least 3 events where the top SA Elite Athlete is competing; or the winning Elite male as indicated above
- 7.07.002 **Elite Men**  
 7.07.003 Target: Top 30 at World Champs  
 7.07.004 Team: 105% Squad: 110%
- 7.07.005 **Junior Men**  
 7.07.006 Target: Top 20 at World Champs  
 7.07.007 Team: 115% Squad: 120%
- 7.07.008 **Youth Men** [talent identification only]  
 Squad: 125%
- 7.07.009 **DHI – Women**
- 7.07.010 **Elite Women**  
 7.07.011 Target: Top 20 at World Champs  
 7.07.012 Team: 125% Squad: 130%
- 7.07.013 **Junior Women**  
 7.07.014 Target: Top 20 at World Champs  
 7.07.015 Team: 140% Squad: 140%
- Youth Women** [talent identification only]  
 Squad: 145%

## 7.08 MTB Marathon – XCM:

- 7.08.001 **Men**  
 7.08.002 Target: Top 30 at World Champs  
 7.08.003 Team: 105% Squad: 110%  
 7.08.004 Rider must have an average race time of no more than 105% of that of the winner of the event in at least 5 of the 8 nominated events. Other major races/stage races will also be considered
- 7.08.005 **Women**  
 7.08.006 Target: Top 20 at World Champs  
 7.08.007 Team: 110% Squad: 115%  
 Rider must have an average race time of no more than 110% of that of the winner of the event in at least 5 of the 8 nominated events. Other major races/stage races will also be considered

## 8.0 Selection Races

### 8.01 XCO

#### 8.01.001 Selection Races for XCO

| Name  | Weight | Date  | Venue             | Class | Country |
|---|--------|---|-------------------|-------|---------|
| SA National Championships <b>2015</b>       | 70%    | 18-Jul- <b>2015</b>   | Stellenbosch      | NC    | RSA     |
| SA National Cup # 1 – 2016                  | 75%    | 30-Jan-16   | Mankele – MP      | C1    | RSA     |
| SA National Cup # 2 – 2016                  | 80%    | 27-Feb-16   | Stellenbosch      | C1    | RSA     |
| SA National Cup # 3 – 2016                  | 85%    | 26-Mar-16   | Gauteng           | C1    | RSA     |
| African Continental Champs <b>2016</b>      | 90%    | 1 & 2-Apr-16  | Afriski – Lesotho | CC    | LES     |
| UCI - MTB World Cup # 1 – 2016              | 100%   | 23-Apr-16   | Cairns            | CDM   | AUS     |
| Pietermaritzburg MTB Festival HC            | 100%   | 30-Apr-16   | Pietermaritzburg  | HC    | RSA     |
| SA National Cup # 4 – 2016                  | 100%   | 14-May-16   | Port Elizabeth    | C1    | RSA     |
| <i>Regional and National Schools Series</i> |        | <i>Various dates &amp; venues : Used for talent ID only</i> |                   |       |         |

8.01.002 Best 5 results from the 8 races mentioned above to count for team selection

8.01.003 To ensure consistent performance through the season, and the best form in the build up to World Champs and Olympics, the selection races will be weighted as above. It is thus imperative for riders to display consistent form, and to retain- and improve their form closer to World Champs and other major international events

8.01.003 If no African Continental Championship is held, then the best 4 races out of 7 will be counted

8.01.004 Selection is based on meeting the performance criteria, and NOT on the following:

8.01.005 Finish position in any particular race or nominated selection race

8.01.006 A rider's series log position at any point in the season [other than indicated below, where host nation- or quota-, teams need to be selected for specific events]

### 8.02 DHI – Men and Women

#### 8.01.001 Selection Races for DHI

| Name  | Weight | Date  | Venue             | Class | Country |
|---|--------|---|-------------------|-------|---------|
| SA National Championships <b>2015</b>       | 70%    | 19-Jul- <b>2015</b>   | Stellenbosch      | NC    | RSA     |
| SA National Cup # 1 – 2016                  | 75%    | 28-Feb-16   | Cape Town         | SA    | RSA     |
| SA National Cup # 2 – 2016                  | 80%    | 27-Mar-16   | Pmburg – KZN      | SA    | RSA     |
| African Continental Champs <b>2016</b>      | 90%    | 03-Apr-16   | Afriski – Lesotho | CC    | LES     |
| UCI - MTB World Cup # 1 – 2016              | 100%   | 09-Apr-16   | Lourdes           | CDM   | FRA     |
| SA National Cup # 3 – 2016                  | 100%   | 22-May-16   | Pmburg – KZN      | SA    | RSA     |
| UCI - MTB World Cup # 3 – 2016              | 100%   | 04-Jun-16   | Fort William      | CDM   | GBR     |
| UCI - MTB World Cup # 4 – 2016              | 100%   | 11-Jun-16   | Leogang           | CDM   | AUT     |
| <i>Regional and National Schools Series</i> |        | <i>Various dates &amp; venues : Used for talent ID only</i> |                   |       |         |

8.02.002 Best 5 results from the 8 races mentioned above to count for team selection

8.02.003 To ensure consistent performance through the season, and the best form in the build up to World Champs and Olympics, the selection races will be weighted as above. It is thus imperative for riders to display consistent form, and to retain- and improve their form closer to World Champs and other major international events

- 8.02.003 If no African Continental Championship is held, then the best 4 races out of 7 will be counted
- 8.02.004 Selection is based on meeting the performance criteria, and NOT on the following:
- 8.02.005 Finish position in any particular race or nominated selection race
- 8.02.006 A rider's series log position at any point in the season [other than indicated below, where host nation- or quota-, teams need to be selected for specific events]

### 8.03 XCM – Men and Women

- 8.03.001 The best 5 results from the 7 nominated selection races will be used
- 8.03.002 In addition to the nominated selection races, results from the following major events can be used to support and confirm selections
  - International UCI-ranked Marathons
  - The ABSA Cape Epic
  - Major Stage Races with the appropriate stage distances

8.03.003 Race Distances: Men 80 – 120+ km Women: 60 – 120+ km

8.03.004 Nominated XCM Selection events 2016, with supporting data as listed at 8.03.002

| Designated Races – MTB Marathon  | Date                | Town - Venue | Region        |
|--|---------------------|--------------|---------------|
| SA National XCM Championships <b>2015</b>  | 06-Jun- <b>2015</b> | Van Gaalens  | North West    |
| Attakwas Extreme 2016  | 16-Jan-16           | Oudtshoorn   | Southern Cape |
| Ashburton National XCM Series # 1 – 2016   | 30-Jan-16           | Meerendal    | Western Cape  |
| Ashburton National XCM Series # 2 – 2016   | 20 & 21-Feb-16      | Sabie        | Mpumalanga    |
| ABSA Cape Epic 2016  | 13 to 20-Mar-16     | Cape Town    | Western Cape  |
| African Continental Championships  | 31-Mar-16           | Afriski      | Lesotho       |
| SA National XCM Championships <b>2016</b>  | 16 & 17-Apr-16      | Clarens      | Free State    |
| <i>Note:&gt; If the SA XCM Champs is too late for entry to World XCM Champs, only the first 6 races will count</i> |                     |              |               |

## 9.0 SA Team Selection: World Championships [Junior, U-23 and Elite]:

- 9.01 Only riders who comply with all the requirements as set out in this document will be eligible for selection to represent South Africa at the World Mountain Bike Championships, and any other events requiring SA Team selection.
- 9.02 The only exceptions to this would be South African riders who find themselves in the top 10 (ranking as per UCI) in the World for XCO, DHI or XCM at time of choosing the team to represent South Africa.

## 10.0 Other MTB Disciplines not listed

- 10.01 4X, MTB Trials and any other MTB discipline not listed in this document, are not recognized in South Africa as official RSA Team selection disciplines and, as such, we will not have any representation in these disciplines at World Champs irrespective the position a South African might hold as per the UCI ranking

## 11.0 Team Sizes

- 11.01 The best riders in each category will be chosen based on the selection races listed below, subject to the maximum team size as per the table below.



11.01.001 Maximum team and squad size – Quantity of Riders:

| Category                   | XCO       |           | DHI      |          |
|----------------------------|-----------|-----------|----------|----------|
|                            | HP Squad  | SA Team   | HP Squad | SA Team  |
| Elite Men                  | 2         | 2         | 2        | 3        |
| Elite Women                | 2         | 2         | 1        | 0        |
| U23 Men                    | 3         | 2         | n/a      | n/a      |
| U23 Women                  | 2         | 2         | n/a      | n/a      |
| Junior Men                 | 3         | 2         | 3        | 3        |
| Junior Women               | 2         | 2         | 1        | 0        |
| Youth Men                  | 3         | n/a       | 2        | n/a      |
| Youth Women                | 3         | n/a       | 0        | n/a      |
| <b>Totals &gt;&gt;&gt;</b> | <b>20</b> | <b>12</b> | <b>9</b> | <b>6</b> |
| Category                   | XCM Squad |           | XCM Team |          |
| Men                        | 5         |           | 2        |          |
| Women                      | 4         |           | 2        |          |

## 12.0 Rider Responsibilities

- 12.01 The onus is on the rider who believes him/her-self to be eligible for selection for the 2016 World Champs team to provide the selectors with reasons for a DNS or DNF at selection races.
- 12.02 Reasons to be provided in writing within 48 hours of the selection race.
- 12.03 The only allowable reasons for a DNS and/or DNF will be sickness or mechanical breakdown.
- 12.04 Once a rider has started the race, sickness cannot be used as an excuse anymore.
- 12.05 Mechanical problems can only be used once during the season.
- 12.06 All correspondence to be addressed to [dellah@cyclingsa.com](mailto:dellah@cyclingsa.com) AND to [grevile@iafrica.com](mailto:grevile@iafrica.com)

## 13.0 Riders participating internationally

- 13.01 ALL riders who want to be considered for selection to the RSA Team for World MTB Champs, must participate in at least one national series event in South Africa, and must also meet the performance criteria
- 13.02 Any rider who, for whatever reason, is unable to attend any national series event, must submit their

reasons to the Selection Panel at least 30 days before the specific event. The selectors will have the discretion to decide as to whether the motivation submitted is valid, and to approve the absence. In such cases, proven performance within the required parameters for 2016 can be taken into account.

- 13.03 International results achieved by riders will be assessed against the same criteria as listed above for the national series. In effect, this can mean that they are assessed against the winning Elite male rider. Whatever performance data is used, it must still meet the required levels as listed above
- 13.04 Where international results are considered, the UCI-rating of the event will also be taken into account, as well as the quality and world ranking of other riders participating in the same race. As these criteria are designed to select RSA riders who can achieve the targets as set out in 7.0 above, those targets will be applied to assess the level of competition at any specific race.
- 13.04.001 For example, the iXS Downhill Series in Europe: The results of contending RSA riders, will be assessed against the world ranking of participating riders in each UCI-rated event. This may mean that they would need to meet- or exceed times achieved by riders who are ranked in the world top 30 at the same event.
- 13.05 These riders are required to submit their results within 10 days after a race, and providing the following information to the MTB Convenor of Selectors via [dellah@cyclingsa.com](mailto:dellah@cyclingsa.com) :->
- 13.05.001 Name, date, venue and UCI Class of the event
- 13.05.002 Number of laps, if XCO; qualifier and final if DHI
- 13.05.003 Race winners name, nation, time and current world ranking
- 13.05.004 Riders own finish position and time
- 13.05.005 Ascent per lap in metres
- 13.05.006 Additional information on any mechanical failures, illness or unforeseen challenges
- 13.06 If riders do not submit results for any particular race, those results may be excluded from being assessed
- 13.07 The selection panel may also source results of races, in addition to those submitted by riders, to enable them to evaluate performances

## 14.0 Continental Champs, World Cups and World Championships

### 14.01 Host Nation Team Selection for any MTB World Cup that may be held in SA

- 14.01.001 Riders with UCI Points: Those riders who have sufficient UCI points to qualify in terms of UCI rules, will automatically be able to participate. The onus is on these riders to inform CSA-MTB of their intention to participate at least 1 month before the World Cup
- 14.01.002 Riders with insufficient UCI points and first-time Juniors [who were Youth in 2013]:
- 14.01.003 As host nation, SA is allowed to enter teams in addition to riders who qualify automatically:
- 14.01.004 XCO: Elite and Under-23: 6 riders
- 14.01.005 DHI: Elite and Junior combined: 6 riders
- 14.01.005 XCO: Junior: 6 + 6 = 12 riders [A- and B- team]
- 14.01.006 With the purpose of giving as many riders as possible the opportunity to race at this level, and to reward performance and commitment at national series events, the following will apply:

### 14.02 African Continental Champs :

- 14.02.001 As there is no quota being applied, there will not be selection criteria for the African Continental Championships in 2016, and all licensed riders may participate

### 14.03 Any other situation requiring host nation team selection

- 14.03.001 The same criteria as for the World Cup above will apply, but in addition-
- 14.03.002 Any further series points earned prior to the event for which selection is required

### 14.04 Olympic Games XCO : 2016

- 14.04.001 The primary selection criteria, and number of male and female riders, will be determined by the specific criteria as laid down by SASCOC and in any agreements between SASCOC and CyclingSA
- 14.04.002 While the provisions of 14.04.001 above will apply strictly, riders would at the very least also need to meet the general and overall criteria as required for SA Team Selection

### 14.05 Masters World Champs : 2016

- 14.05.001 This section only applies to riders who are licensed in the official RSA Age Categories of 30yrs and older in 2016. Riders of 30yrs+ who have licensed as Elite for 2016, will not be eligible for Masters selection
- 14.05.002 Masters riders are required to have a full CSA racing licence in their age category at the time of entry to Masters World Champs, as well as proof of appropriate medical insurance
- 14.05.003 Riders must not compete in any UCI-points race during 2016, whereby they would accumulate UCI points, -e.g. the Elite Men category at ABSA Cape Epic. They can race in non-UCI points categories, such as Veterans, Mixed or Masters
- 14.05.004 In addition, riders must **not** have accumulated any UCI points in the 12 months prior to the Masters World Champs 2016
- 14.05.005 Selection races for Masters: The same selection races as listed above for the SA Team in Section 8.01.001, will also be the designated selection races for all Masters categories
- 14.05.006 These criteria apply for *merit selection and thus eligibility for CSA federation colours*. Masters riders who are not selected on merit, may still enter the Masters World Champs on their own, but will not be eligible for CSA federation colours
- 14.05.007 For *Merit Selection* to the CSA MTB Masters Team, the following criteria will be applied to select riders in each of the 5-yr age categories from 30 yrs to 60 yrs+.
- 14.05.008 Selection will be based simply on the National MTB Series Log position as at 25<sup>th</sup> June 2016, with the best 4 races out of 5 to count
- 14.05.009 The minimum number of riders in each 5-yr age group in any selection race will be 3; if there are not 3 riders in an age group in any one selection race, that race will not be considered
- 14.05.010 Once the above criteria have been met, then the maximum number of riders to be selected for each 5-yr age group will be 3.

## 15.0 Target Dates for Team Selection, Approval, Appeals and Announcement

The following target dates are set down with the purpose of guiding the work of the Selection Panel, CyclingSA and riders so that all functions are carried out timeously for preparation and logistics:

| 15.01     | Task                        | XCO                       | XCM                       |
|-----------|-----------------------------|---------------------------|---------------------------|
| 15.01.001 | Preliminary Team Selection: | 5 <sup>th</sup> May 2016  | 20 <sup>th</sup> Apr 2016 |
| 15.01.002 | Appeals to be submitted:    | 8 <sup>th</sup> May 2016  | 24 <sup>th</sup> Apr 2016 |
| 15.01.003 | Final Team Selection:       | 12 <sup>th</sup> May 2016 | 28 <sup>th</sup> Apr 2016 |
| 15.01.004 | Approval by CyclingSA:      | 13 <sup>th</sup> May 2016 | 29 <sup>th</sup> Apr 2016 |
| 15.01.005 | Announcement of Team:       | 14 <sup>st</sup> May 2016 | 30 <sup>th</sup> Apr 2016 |

| 15.02     | Task                        | DHI   |
|-----------|-----------------------------|---|
| 15.02.001 | Preliminary Team Selection: | 20 <sup>th</sup> Jun 2016   |
| 15.02.002 | Appeals to be submitted:    | 25 <sup>th</sup> Jun 2016 [if none received, final date can be earlier] |
| 15.02.003 | Final Team Selection:       | 28 <sup>th</sup> Jun 2016   |
| 15.02.004 | Approval by CyclingSA:      | 29 <sup>th</sup> Jun 2016   |
| 15.02.005 | Announcement of Team:       | 30 <sup>th</sup> Jun 2016   |

## **A1 Policy for MTB High Performance Squad and Team Selection : Summary Outline**

### **Cycling South Africa – Mountain Bike Commission MTB Squad and Team Selection Criteria**

#### A1.01 Introduction

- A1.01.001 The guiding principles and overall purpose of these criteria, is that there should be: Early identification of talent and potential to enable rider athletes to be nurtured and guided through a structured program to reach their potential
- A1.01.002 Scientifically-based assessment and testing, both to confirm potential and to set a base from which further development can be measured
- A1.01.003 The target for talent identification should be in the Youth age category, being 15 to 16 years; thereafter, the focus age groups will be between 17 and 23 years in both women and men. While exceptional athletes outside of these ranges could be included, the main focus will fall on those riders as indicated
- A1.01.004 From the talent ID and initial assessment, a High Performance Squad will be selected
- A1.01.005 There must be specific attention to transformation at the entry stages, so that at team-selection level the affected athletes will be able to meet performance criteria

#### A1.02 Term of Policy

- A1.02.001 It is envisaged that the strategy and policy would be implemented over a 5-year period, commencing in 2013, with the following targets as a guideline, over the short- and medium term:
  - A1.02.002 1 – 3 yrs: Have 3 Elite athletes, in each MTB discipline, ranked in the Top 20 in the world
  - A1.02.003 4 – 5 yrs: Achieve World Cup podiums in each discipline

#### A1.03 Levels and Structure

As riders come into-, and exit-, the program, they would move through the following levels:

- A1.03.001 Level 1: Talent Identification and ‘stock-taking’; this would include specific attention to transformation, and the identification of strong candidates from PDI groups
- A1.03.002 Level 2: Evaluation and Assessment; this would include attention to the mental attitude and robustness of potential squad members
- A1.03.003 Level 3: Selection to the High Performance squad
- A1.03.004 Level 4: Selection to the National MTB Team, and further development
- A1.03.005 Level 5: Exit process from the HP squad

#### A1.04 Exit Criteria

A1.04.001 Once athletes have reached the top of their potential or, for whatever reason, need to start a process of exiting the HP program, the following criteria would be assessed to determine whether an athlete will proceed off the program:

A1.04.002 Voluntary withdrawal

A1.04.003 Bringing the sport into disrepute [as determined within any approved CSA disciplinary procedure]

A1.04.004 Failure to show any progress over a consecutive period of 18 months

A1.04.005 Reaching the nominal "exit age" of 25 years; but, also assessed on the basis of not showing further progress, despite good effort. This implies that there may well be exceptional athletes who would remain in the program after 25 yrs, if they are showing continued progress

A1.04.006 Failure to meet other basic squad selection criteria [such as submission of race results and other specific requirements] over a period of 3 months, without informing the HP program manager

#### A1.05 Management of the MTB High Performance Program

A1.05.001 To ensure the best on going management of the program, it is considered essential to appoint a manager for the program. This would need to be an appropriately qualified individual, with an interest and preferably experience in MTB. This person would work under the direction of the HP program steering committee