



KENYA SWIMMING FEDERATION

February 27, 2022

The Kenya Swimming Federation is inviting interested parties to apply for the following official positions for the Kenya Team to the 2022 Birmingham Commonwealth Games scheduled to be held on July 28 – August 8, 2022:

1. Team Leader
2. Team Manager
3. Team Coach
4. Team Doctor
5. Team Therapist

The requisite criteria is attached for your ease of reference.

All applications must be received by Midday March 2, 2022 to be eligible for consideration.

Applications and accompanying supporting documents should be submitted to competitions@kenyaswimmingfederation.org.

Conrad Thorpe, OBE
Head of Secretariat
Kenya Swimming Federation and Working Group



SELECTION CRITERIA FOR LONG LIST XXII 2022 COMMONWEALTH GAMES - BIRMINGHAM

EVENT DATES: July 28 – August 8, 2022

TEAM SIZE: TBC

ESTIMATED COST: Government of Kenya Funded

Please note this is a Selection Criteria for the Long List. The Final Selection Criteria of the team shall be developed after the team quota is determined and received from NOCK.

1.0 OBJECTIVE

The purpose of this document is to set out the criteria that will be used by KSF, Working Group (WG) to select the long list of athletes, coaches and officials for the Birmingham 2022 Commonwealth Games (Games). The objective of the WG is to select a team of the Top ranked swimmers that will best represent the country at this quadrennial event. This criterion is not to be interpreted as providing a guarantee to athletes, coaches and team officials of final nomination to the team that will compete and participate at the Games.

2.0 ELIGIBILITY

- i) A Swimmer must be able to represent Kenya in accordance with the eligibility requirement rules set out by FINA and on the first day of the competition must hold a Kenyan passport which expires no earlier than December 31, 2022.
- ii) A Swimmer must declare him/herself eligible for selection prior to February 22, 2022;
- iii) Selected Swimmers must sign the KSF Code of Conduct and Athlete Participant Agreement by February 28, 2022. Where the Swimmer is under the age of 18 years, the Swimmer's parent or guardian must also sign the Code of Conduct and Athlete Participant agreement.
- iv) A swimmer must declare and commit to availability to participate at select qualification events and other team events including but not exclusively anti-doping education sessions, anti-doping testing, strength and conditioning training, nutrition, physiotherapy and mental skills training as are determined by the Working Group in consultation with NOCK and other experts.
- v) A swimmer must commit and undertake to provide periodic reports as may be set by the WG and/or NOCK.
- vi) A swimmer must commit to follow all the guidelines and protocols as may be set by the organizers/NOCK, government authorities. Swimmer must be willing to comply with and sign any agreement and waivers as it relates to the prevention of the spread of Covid 19 including but not exclusive to the requirement to undergoing Covid 19 testing and or vaccination requirements.



3.0 CRITERIA

- (i) Any swimmer that has achieved a minimum of 600 FINA points in a long course (LCM) event;
- (ii) The times in (i) above to be used for selections must have been achieved at Long Course meters (LCM) events not earlier than 1st April 2019 and no later than 15th February 2022.
- (iii) The swimmer must have participated at a swimming competition (LCM/SCM/SCY) in the 2021 calendar year and demonstrate competitive readiness to be eligible for selection. The times achieved at such competition must have been submitted to the National Database. SCY times should be submitted to demonstrate competitive activity must be verifiable from a listed NCAA sanctioned competition. SCY times **SHALL NOT** be converted and/or uploaded into the National Database

4.0 COMPETITIVE READINESS

- i) "Competitive readiness" is defined as the ability of the athlete to achieve equal or superior performance(s) at the scheduled event, as compared to the performance(s) the athlete achieved in qualifying Long Course Competitions.
- ii) Athletes must submit the attached Competitive Readiness fully completed Form (signed by both athlete/guardian and coach) on or before February 28, 2022 to be eligible for selection.
- iii) Athletes who do not demonstrate competitive readiness by reason of lack of fitness, injury, or illness may be removed from the team. Athletes and their personal coaches are required to immediately report any injury, illness or change in training that could affect their ability to compete at their highest level at the competition to the WG in writing via email (competitions@kenyaswimmingfederation.org);
- iii) The final decision on competitive readiness will be made in concert with the swimmers' coach, the WG, designated team physician, therapist or such other professional who may have knowledge of the swimmers specific circumstances and/or an expert in sports injuries.

5.0 REMOVAL OF SWIMMER

- i) The WG may, at any time, disqualify an athlete from being considered for selection to the Kenya Team or remove an athlete after selection based on current or past behaviour of the athlete that is inconsistent with KSF's Team Rules, Regulations and Code of Conduct.
- ii) An athlete will be removed from being considered for selection to the Kenya Team or removed after selection if he/she is found to be in violation of any anti-doping policy or procedure as outlined by Anti-Doping Agency of Kenya, FINA and World Anti-Doping Agency (WADA).

6.0 UNFORESEEN CIRCUMSTANCES

- i) Should the WG determine that unforeseen or unusual circumstances have arisen during the process of applying these Criteria, the WG shall have the full and absolute discretion to resolve the matter as it sees fit, considering factors and circumstances that it deems relevant, fair and appropriate.
- ii) Any such exercise of discretion shall be subject to the principles of fairness and good sportsmanship.



7.0 TEAM OFFICIALS

Where possible gender balance Team Officials. At a minimum, there must be one female team official.

7.1 TEAM COACH

To be eligible for selection:

- (i) Must be a fully registered coach and member in good standing;
- (ii) Must submit a current Certificate of Good Conduct;
- (iii) Must declare him/herself eligible for selection prior to February 28, 2022;
- (v) Must be a Kenyan citizen hold a Kenyan passport, which expires no earlier than December 31, 2022;
- (iv) Must have attained a minimum of Level 3 FINA Coach qualification or equivalent;
- (v) Must have previous experience of having placed a swimmer(s) on the National team;
- (vi) Must have coached at least one swimmer on the Birmingham 2022 Commonwealth Games, Kenya team;
- (vii) S/he has no past, current or pending disciplinary action taken against her/him on matters regarding management of athletes or such other action; and
- (viii) Must sign the KSF Code of Conduct and the Duties and Responsibilities of Team Official on or before February 28, 2022 and any other document and requirements as may be set by KSF and or NOCK. (ix) WG reserves the right to exercise its discretion to appoint personal coaches of swimmers selected on the national team subject to restrictions and the swimmer/officials ratio as set by the Organizers/NOCK.

7.2 TEAM MANAGER AND OTHER TEAM OFFICIALS (e.g. Therapist, Doctor)

- i) Must submit a current Certificate of Good Conduct.
- ii) Previous experience of managing a national team to an international competition of equivalent level.
- iii) Must be a Kenyan Citizen and hold a valid Kenyan passport which expires no earlier than December 31, 2022.
- iv) Must have a good understanding and technical know-how of the Sport or a subject matter expert.
- v) Must have good and demonstrable administrative or other professional skills and experience.
- vi) Must have previous experience of managing or providing technical support to a National team.
- vii) S/he has no past, current or pending disciplinary action taken against her/him on matters regarding management of athletes, minors, or such other action as it relates to sports.
- viii) S/he must have a current licence of his licencing authority for her/his area of expertise.
- ix) Must sign the KSF Code of Conduct, Roles and Responsibilities Form on or before February 28, 2022 and any other document and requirements as may be set by KSF and/or NOCK.

8.0 APPEAL PROCESS



Selection results from the WG final selection will be published on the KSF website on February 18, 2022. Appeal against non-selection by WG must be made in writing within 2 days (48 hours) of the announcement of the athletes selected for the Championships, via email to competitions@kenyaswimmingfederation.org

The grounds for any appeal shall be:

- i) The athlete's omission was a result of a failure by WG to properly apply the eligibility and selection criteria set out in this policy;
- ii) The athlete's omission was a result of a failure by WG to adhere to the terms set out in this selection criteria; and
- iii) The athlete's omission was a result of existence of fresh and compelling evidence and/or data, which had not been submitted, in the initial nomination.

The Working Group shall consider and deliberate the appeal and, if deemed justifiable, will hear the appeal by the athlete concerned and provide the final decision within 72 hours of receipt of the Appeal. Any further appeal shall lie with Sports Disputes Tribunal.

The Working Group shall have the full and absolute discretion for selection of the Team Coach and Team Officials.

The Working Group reserves the right to amend this criteria and the amended criteria will be recirculated and published on the KSF website.

KSF, Working Group

These criteria were duly created and approved by the KSF, WG, which by its terms of reference have been properly delegated to perform this task by the Sports Disputes Tribunal.

February 15, 2022

Attachments:
Athletes competitive readiness form