



## **SFDA National Youth Training Program** **Selection Policy**

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(A) **SFDA National Youth Training Program Executive Committee**

1. The SFDA has set up an Executive Committee for the National Youth Training Program.
2. The National Youth Training Program will fall under the management of the Vice-President of SFDA, who will automatically serve as the Chairman of High Performance.
3. The Chairman of High Performance shall have the authority to appoint Sub-Committees for the National Youth Training Program, as needed.
4. The Sub-Committee shall consist of the following roles:

<b><i>Role and Title</i></b>	<b><i>Selected by</i></b>	<b><i>Reporting to:</i></b>
Director (where needed)	Chairman of the High Performance Programme	Chairman of the High Performance Programme
General Manager (where needed)	Chairman of the High Performance Programme	Director of Sub-Committee
Head Coaches (on a per team basis)	Selections Committee	Director of Sub-Committee
Assistant Coaches (on a per team basis)	Selections Committee	Director of Sub-Committee
S&C Manager	Selections Committee	Director of Sub-Committee

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(B) **Selections Committee Structure**

1. **Purpose and Objective**

- 1.1 The purpose of each Selections Committee is to act as the approving authority for selection of National Youth Training Program Team Coaches and Players.
- 1.2 There shall be a Selections Committee for each National Youth Training Program iteration.
- 1.3 The principles of every Selection Committee must adhere to are:
  - (a) **Merit-based Selection:** Ensure the selection of coaches or players is based purely on merit, performance, and skill level.
  - (b) **Transparency:** The selection process should be open and transparent, with clear criteria communicated to all stakeholders.



- (c) **Fairness and Equity:** Equal opportunities must be given to all eligible candidates, regardless of club, school, ethnic, or other biases.
  - (d) **Accountability:** SFDA and the Selection Committee must be accountable for their decisions, with opportunities for review and feedback.
  - (e) **Developmental Focus:** The process should also consider the development of emerging talent for long-term sustainability.
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## **2. Selections Committee Composition**

- 2.1 Each Selection Committee shall consist of [3] individuals which shall comprise of:
    - (a) The Chairman of High Performance.
    - (b) The Director of each National Youth Training Program Team Programme.
    - (c) 1 Independent Experts: Ex-NTP Team players or sports scientists with no direct conflicts of interest. These can be a coach/assistant coach of the programme.
  - 2.2 The Selection Committee will report to the Executive Committee of SFDA via the Chairman of High Performance.
  - 2.3. The Selection Committee may introduce new members to contribute to the Selection Committee as it deems fit by having a majority vote by the original Selections Committee, provided that such new member(s) shall not have any direct conflict of interest.
  - 2.4 The Selection Committee will serve until dissolution by the SFDA Board, via Chairman of High Performance.
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## **3. Conflict of Interest Policy**

- 3.1 **Disclosure Requirements:** All committee members must disclose any conflicts of interest (e.g., relationships with players, coaches, or clubs).
  - 3.2 **Recusal Process:** In cases of conflict, the member in question should recuse themselves from relevant decisions.
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**(C) National Youth Training Program Team Coaches Selection**

**1. Selection Process**

- 1.1 The Selections Committee is the approving authority for selection of all National Youth Training Program Team Coaches.
- 1.2 Head Coach and Assistant Coach roles are to be sourced from the following methods:
- (a) direct shortlist by the Selections Committee based on the criteria set out in section 2 (Selection Criteria) below.

**2. Selection Criteria**

- 2.1 The Selection Committee has set out the following criteria for all Coaching Roles:
- Tenure/reputation/accolades as a player/coach in the community, on the school/club/national team level.
  - Suitability of vision/coaching plan for the programme, as presented.
  - Certified under the full suite of required certifications for SFDA/SSG/SNOC compliance (eventual compliance due to rigorous requirements that will require time to fulfill)
- (a) Minimum of:
- (i) Prior experience as a coach or held a leadership position with any SFDA recognised National Team, SFDA registered club or educational institution in Singapore; OR
  - (ii) Experience as a coach or held a leadership position with any SFDA recognised National Team, SFDA registered club or educational institution in Singapore, or as an athlete with any SFDA recognised National Team.
- (b) Possess a valid Full Membership with the National Registry of Coaches (<https://coachsg.sportsingapore.gov.sg/nroc>).
- (c) Presentation of coaching plan and ideology for the National Youth Training Program team satisfactory to the Selections Committee.
- (d) Disclosure of any conflicts of interest (e.g. relationships with players, other coaches and other interest within the sport)
- *Note: Assistant coaches will be selected in the same manner, with the exception of the certification criterion mentioned above - The Selections Committee may extend flexibility on a case to case basis, given the rigours of certificate and the ethos of developing the pool of coaching cadre for the programme and community at large.*
- 2.2 Upon selection, a coach/assistant coach in the programme will serve until replacement/removal by the Selections Committee, to be evaluated on an annual basis.
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**(D) National Youth Training Program Team Players Selection**

**1. Selection Process**

- 1.1 The Selections Committee is the approving authority for selection of all National Youth Training Program Team Players.
- 1.2 Please refer to Appendix 2 for the timelines and selection milestones

**2. Player Eligibility**

- 2.1 Athletes shall be eligible for selection if they meet the criteria below:
  - (a) Citizenship (for Olympic events (i.e. SEA Games/Asian Games): Athletes must be Singapore Citizens and should not be holding dual citizenship if they are minimally 22 years old, at the time of nomination;
  - (c) Athletes must be a member in good standing of SFDA and not subject to any disciplinary action or investigation.
  - (d) Athletes must be in full compliance with SFDA, Sport Singapore, SNOC, and World Flying Disc Federation rules/regulations/policies.

**3. Selection Criteria**

- 3.1 The Selections Committee (or a sub-committee delegated by the Selections Committee) shall apply the criteria set out in Appendix 1 and consider the ability of each individual to contribute to the team's overall success through his/her individual skills as well as all other abilities and strengths to contribute to a successful and united team.
- 3.2 Pursuant to the Olympic Charter (By laws to Rules 27 and 28, paragraph 2.1), "Selection shall be based not only on the sports performance of an athlete, but also on his ability to serve as an example to the sporting youth of his country.
- 3.3 Please refer to Appendix 1 for further details.

**4. Removal from Selection Process or National Team Roster**

SFDA reserves the right to replace any removed athlete with another who meets all stipulated selection criteria.

- 4.1 Any athlete may be removed from the selected training squad and/or SFDA National Youth Training Program if he/she:
  - (a) breaches or fails to observe SFDA, Sports Singapore and World Flying Disc Federation rules, regulations and policies;
  - (b) by reason of illness or injury is unable to perform to the required standard in the opinion of the coaching staff;
  - (c) breaches or fails to fulfil a requirement of SFDA, World Flying Disc Federation or any applicable international Anti-Doping Policy;
  - (d) breaches or fails to comply, fulfil and observe the requirements in the team code of conduct and/or protocols; and/or



- (e) is ineligible for selection as advised by SFDA (for medical, disciplinary and/or any other reasons).
  - 4.2 Any athlete may be proposed for removed from the squad by the Head Coach, to the Chairman for High Performance and the Director of the relevant National Team Programme (where relevant) as circumstances may require including where the athlete has failed to sustain his/her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the athlete and he/she had been given the opportunity to rectify such issues.
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## **(E) Appeals**

### **1. Appeals Committee**

- 1.1 The members of the Appeals Committee will be comprised of the following members of the SFDA Executive Committee:
  - (a) Secretary (Chairman)
  - (b) Treasurer
  - (c) President
- 1.2 The Appeals Committee can introduce new members to contribute to the Committee as it deems fit, to a maximum of 5 members, including the Chairman.
- 1.3 The Appeals Committee will serve until dissolution by the SFDA Board.
- 1.4 Their role is to Investigate and review any appeal case within 5 days of receipt of an official appeal, and make its decision within 3 working days after. This will necessitate providing the appellant with a statement of reason for decision within 3 days of investigation.
- 1.5 The committee does not have the right to the reselection of the player. During the investigation, if the selection process is found to be incorrect, it shall make their recommendations to the SFDA President for a final decision.

### **2. Appeals Process**

- 2.1 Any player who fails to be selected for the National Youth Training Program Team according to the criteria set out in the selection criteria, may appeal against omission. This appeal must be accompanied with a bond amount of SGD \$50, which is nonrefundable, regardless of the outcome of the appeal.
- 2.2 Any appeal against any decision on selection or non-selection from the teams must be lodged within the stipulated time frame (within 1 week of selection announcement) and submitted to:

Secretary (SFDA Exco) - Ultimate Players Association (Singapore)  
6 Peach Garden, #13-06, Singapore 437606  
Email: [secretary.SFDA@gmail.com](mailto:secretary.SFDA@gmail.com)



- 2.3 Failure to comply with the appeal time frame will result in the appeal being dismissed.
- 2.4 An appeal must be in writing (titled: Notice of Appeal filed by <Name>, <NRIC>) with appropriate and sufficient documentation.



## Appendix 1 - Selection Criteria

\* Please refer to Appendix 2 for the Selection Process and the timing for each Stage

Stage*			Criteria	Key Identifiers
1	2	3	Technical skills	The athlete will be evaluated on her ability to perform the following: <ul style="list-style-type: none"> <li>- Primary - core skills (e.g. throwing, catching, cutting shapes, defensive positioning)</li> <li>- Secondary - skills required for specialist roles</li> </ul>
			Tactical ability	The athlete will be evaluated on his/her decision making which reflects tactical awareness and/or game sense in a match situation. He/She should possess the ability to translate her technical skills to execution in a high pressure game scenario and demonstrate a sound knowledge of the spirit of the game.
			Physical Ability	Athletes will be assessed on their ability to keep up with the tempo of trainings and drills, which will require high standards of fitness in the areas of speed/agility/vertical jump/sprint endurance. More detailed benchmarks to be provided in more detail in the lead up to the trial process.
			Commitment	The athlete is committed to team trainings, meetings, fitness, and gym sessions (team or individual) and makes Himself/herself available for identified events.
			Character	<p><b>RESPECT</b> The athlete shows respect for his/her teammates, opponents, and the Spirit of the Game – He/She plays and trains with desire, a positive attitude, and a competitive spirit. He/She demonstrates a high regard for the team's values, processes &amp; protocols and is respectful of coaches and staff.</p> <p><b>INTEGRITY</b> The athlete does what is right even if the choice is unpopular or personally costly. He/She is consistent in her words and actions and is honest to others and herself.</p> <p><b>TEAM PLAYER &amp; LEADERSHIP</b> The athlete is a positive influence on his/her teammates, making her</p>





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			<p>and people around his/her better and more productive. The athlete is mindful of remarks made to others that may affect the team and does not engage in behavior that is divisive amongst team members or staff. He/She places the team's needs above his/her own and is committed to the cause - the team comes first.</p> <p><b>COACHABILITY</b> The athlete is open and embracing of new ideas as well as criticism. The athlete has a growth-mindset – He/she sees herself as fluid, a work in progress.</p> <p><b>GRIT</b> The athlete performs under pressure and demonstrates mental toughness in training and games. The athlete possesses a work ethic that reflects her determination to be the best version of him/herself everyday and go the distance.</p> <p><b>PRIDE.</b> The athlete displays an understanding of the country's culture, values and traditions, as well as the desire to contribute to the nation's well-being and success. This may take the form of everyday acts to show care and responsibility in the athletes role as a representative of the nation.</p> <p><b>This will be an ongoing assessment metric, throughout the season.</b></p>
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## Appendix 2 - Selection Process and Timeline

	<b><u>Stage and Selection Criteria</u></b>	<b><u>Milestones: Events and Eligibility</u></b>	<b><u>Communications</u></b>	<b><u>Selection Committee and delegation</u></b>
	<b>Stage 1:</b>  Trials to select athletes to the National Youth Training Program Squad	(a) An open invite extended to the community with the criteria published for consideration.	(a) invited candidates will be notified via email  (b) details for open trials will be published at least 3 weeks before the trial dates	All members of the Selection Committee Head Coach Assistant Coach
	<b>Stage 2:</b>  Full program squad for the National Youth Training Program Squad will be finalised	[No later than end December 2025]	Announcements to be made via email and subsequently through SFDA's media channels	Head Coach and Assistant Coach to provide the name list of the National Youth Training Program squad to the Selection Committee, together with the justifications based on the Selection Criteria (See Appendix 1).  Selection Committee to verify and confirm the final roster.
	<b>Stage 3:</b>  Selection of final rosters for WFDF U20 competition in 2026.	TBD for dates and location.	Announcements to be made via email and subsequently through SFDA's media channels	Head Coach Assistant Coach