



Brisbane Cycling Club Elite Race Team 2023 General Operations and Terms of Reference

General Requirements

1. The BNECC Elite Race Team

BNECC is seeking to form an Elite Race Team to further the racing opportunities offered to BNECC members.

It aims to:

- foster talent within the Club and support rider progression, providing a pathway into state level teams competition; and
- provide a sustainable structure for the promotion of the Club at an elite racing level.

In 2023, the intent is for the BNECC Elite Race Team to enter the Queensland Road Team Series (QRTS), in the Elite Male category, which comprises of four race weekends that includes road races, criteriums & individual/team time trials.

The AusCycling preliminary QRTS dates, which are subject to finalisation, are as follows:

- Round 1: Aug 12-13
- Round 2: Sept 16-17
- Round 3: Oct 13-15
- Round 4: Oct 28

Opportunities for additional elite categories may be considered by the Club for future years.

2. Member eligibility requirements

The EOI process is open to all male BNECC members who are U19, U23 elite or master riders. Priority will be given to U19, U23 elite.

You must hold a valid Auscycling race membership, and your Auscycling Primary club membership must be held with BNECC.

Non BNECC members may be considered, at the sole and absolute discretion of the BNECC Board of Directors. Should a non BNECC member be selected for the Team, the rider agrees to obtain BNECC primary membership.

You must have submitted a completed EOI in line with the process and in the form format as outlined below.

Your current riding ability must be at a level demonstrably suitable for competing in the QRTS Elite Male category.

You must commit to the Team for a 12-month period. This commitment includes being available to compete in the four QRTS rounds, being race-ready at a level suitable for competing in the QRTS Elite category, and racing as a team for the benefit of the Team.

3. The EOI process

An athlete's completed EOI must be submitted on or before **15 January 2023** via email President@brisbanecyclingclub.com.au.

EOIs will be reviewed by a Selection Panel in January. Proposed team member selections will be recommended by the Selection Panel to the BNECC Board of Directors for endorsement. All review and selection deliberations are strictly confidential.

You will be notified about the outcome of your EOI by **the end of February 2023**.

If successfully selected onto the Team, this EOI and Guidelines document, along with the Athlete Agreement, will comprise the formal agreement between the Team rider and the Club. The formal agreement will only be in place once the Athlete Agreement is signed by both parties, the Sports Integrity Australia Anti-doping fundamentals course certificate is submitted.

If a selected rider does not accept the offer to join the Team, the position may be offered to another rider at the discretion of the BNECC Board of Directors.

4. Selection Criteria

The selection process will consider each EOI based on the above eligibility criteria and the following selection criteria.

The athlete:

1. has demonstrated results at an elite level or demonstrated ability or a standard worthy of representation at an elite level or displayed the potential to compete at an elite level. (30%)
2. demonstrates racing ability/skill, consistency, commitment / application to training, and attitude. (25%)
3. demonstrates desire to develop team racing skills and race as part of a team and commit to follow team strategy and instructions. (20%)
4. demonstrates past and future commitment to the Club. (10%)
5. demonstrates the core values of the Club. (10%)
6. prioritises cycling over other athletic pursuits. (5%)

The final number of Team members shall be decided after all EOIs have been received and shall be at the sole and absolute discretion of the BNECC Board of Directors.

The intent shall be for 10 members to be selected, with 6 members to be nominated to compete at each QRTS race round.

Should there be an insufficient number of eligible and/or suitable applicants to establish a Team, as determined by the BNECC Board of Directors in its sole and absolute discretion, the Club may elect to withdraw this offer.

5. Team Costs & Expenses

BNECC commits to provide the following support to the Elite Race Team:

- Register the BNECC Elite Race Team with AusCycling.
- Register each team member as a member of the BNECC Elite Race Team with AusCycling
- Fund the QRTS race entry fees for 6 riders per round.

All other direct or indirect costs and expenses incurred by BNECC Elite Race Team members shall be the responsibility of each individual member.

Race prize money won by Team members or by the Team when competing at the QTRS rounds, shall be given back to the Club.

6. Rider Team Member Commitment and Expectations

The following are the commitments and expectations of each member of the BNECC Elite Race Team:

- Commit to be an active member of the BNECC Elite Racing Team for the 2023 season (12 months).

- Comply at all times with the AusCycling National Integrity Framework & Comply at all times with the AusCycling Anti-Doping Policy.
- Abide by Sport Integrity Australia (SIA), AC/ACQ, Club and Team policies and regulations at all times.
- Take responsibility for their training and race preparation and be adequately prepared for Team events/races.
- BNECC does not provide coaching, and members are expected to organise their own coaching/training program
- Be available for team rides, and other group training typically before the team races.
- Identify and discuss any potential conflicts/concerns with the Club well in advance of any race.
- As a team, communicate and agree a Team race strategy prior to each race round. As a team member you might/will be required to sacrifice personal results and work towards a common goal of the Team and agreed roles.
- As a team, communicate and administer all necessary logistics and organisation needed to attend each race round.
- Demonstrate commitment to the Team through training and racing and executing the agreed team race strategy at each round.
- Race in BNECC Race Team kit at all open and Club races.
- Be responsible for ensuring their bicycle and other equipment is race-ready.
- Regularly join G3/G4 Friday rides and be visible and accessible to Club members. Attend Club organised social events.
- Join the BNECC Elite Racing Team Strava private club.
- Actively demonstrate and promote the core values of the Club.
- Train in Team/BNECC kit (when joining club rides).
- Acknowledge and tag the Club and Team on any related social media postings.
- Inform the Club of both individual and team achievements so these can be promoted on Club social media sites.
- Provide input so that a Team performance briefing can be provided to the Club after each round.

7. Conditions

7.1 Process

BNECC will conduct the EOI process in a manner it considers appropriate, in its sole determination, and reserves the right to adjust the EOI process, seek additional information from athletes, request the athlete attend an interview to present their EOI, consider any information from other sources, and change the terms or conditions applying to the EOI process. This includes electing to not proceed with the Team if it so deems is not in the interest of the Club and its members.

BNECC is under no obligation to inform an athlete of the reasons, or provide any explanation, for any decision made in relation to the EOI process or Team selection.

The athlete agrees that the team member selection made by the Club is final, and that no appeal or recourse actions are available.

7.2 Confidentiality

Information provided by an athlete, coach or referee which is identified as, and reasonably accepted to be, confidential information will be held in confidence, except to the extent that it needs be disclosed by the Selection Panel for the purpose of the EOI process. Athletes also agree to keep confidential any information or comments from the Selection Panel or Board of Directors which has been identified as confidential.

7.3 Privacy

Personal Information has the meaning given in the Information Privacy Act 2009 (Qld). Personal Information provided by athletes, coaches or referees may be disclosed to the Selection Panel members and members of BNECC Board of Directors, if required in connection with the EOI process. In submitting an EOI, the athlete:

- accepts the conditions of the EOI process; and
- acknowledges that if he fails to provide the required information or comply with the conditions, the Club may, in its absolute discretion, exclude the athlete from the EOI process.

7.4 Costs & Expenses

Any costs or expenses incurred by the athlete in submitting an EOI is to be borne by the athlete.

Terms of Reference

8. Team Management

8.1 The Elite Race Team Management is composed by:

- Team Manager (TM), Assistant Team Manager (ATM); and
- Director Sportive (DS), Assistant Director Sportive (ADS); and
- Road Captain (RC),

The Elite Race Team management is responsible for:

- Reporting to the Board as advisors for the management of the team, seeking approval for financial and/or operational delegations that are not already listed in paragraph 9 (financial and operational delegations).
- Independently manage the operational aspects of the team:
 - o who is selected for each round;
 - o what the strategy/tactics are;
 - o What team training rides are;
- Organising Team building social/sport events;
- Building Team awareness in the Club and racing community through presence, support and social media management;

8.2 Team Manager (TM) and Assistant Team Manager (ATM):

The team Manager is responsible for the strategic development of the racing team, liaising between the Board and the DS/RC, attending race briefings, organising the logistics on race day. Elected by the Board, preferably one of the Directors.

8.3 Director Sportive (DS) and Assistant Director Sportive (ADS):

The Director Sportive is elected by the Board, preferably not a rider, and reports to the Team Manager. He/she is part of the Club Management Committee. A DS is someone with QRTS or NRS experience who has to come up with a tactical plan at the races that will maximize the potential of the team, coming up with a good set of options, then making sure those scenarios are communicated to the riders so they can execute that strategy during the race.

8.4 Road Captain (RC):

The Road Captain is one of the riders willing to play the role, selected by the DS. He/she is part of the Club Management Committee. (Being a brand new team, for 2023 the Board agreed to elect Lucas Taylor, in consideration of his personal contributions to the creation of the team and race experience).

Extra responsibility is placed upon the road captain compared to other riders, both for his own decisions, and frequently for those made in the team. "The DS is not always aware of what is going on in the bunch," "The captain takes responsibility in the bunch sometimes for errors or faults."

8.5 Soigneurs: Club members volunteering, to help out on the day

9. Finance and operational delegations

The Team management have no financial nor operational delegations, rather than the duties listed in paragraph 8 (Team Management). The general budget is approved by the Board and revenue/expenses are actuated by the Club treasurer accordingly.

10. Initial selection of the riders composing the 2023 Brisbane Cycling Club Elite Racing Team

- 10.1 The selection panel is independent from the Board and riders: panel members selected by the board. The initial selection (2023 team) will be carried out by TM (Brent M. acting ATM), DS (not appointed yet), RC (Lucas), Mark G, Dave S.
- 10.2 Selection criteria (see Paragraph 4):

- 10.3 Once the EOI is completed, all applications are provided to the selection panel. A list of applicant's names will be provided to Ben, Lucas and Riley. However, in the interest of COI, Lucas will not have an impact on the selection of Riley or Ben.
- 10.4 The selection panel will compile a ranking list of riders, to be submitted to the board for approval.

11. Functional reporting

