



SOUTHERN VIPERS

SELECTION POLICY

JULY 2023



SELECTION & TALENT ID PROCESS

COACH JUDGEMENT

This consists of many things including:

- Gut feel, knowledge, experience, judgement, evidence and opinion
- A decision made having observed the player over a long period of time and in different situations.
- A coaches experience and history, using previous knowledge of successful and unsuccessful selections.
- Blink. A coach may see a one-off snap moment. Something the player does in a moment that the coach believes may be a sign they will have a future as a pro.
- Does the coach believe they have the game to go on to professional cricket.

OTHER CONSIDERATIONS



ATTRIBUTES

Are they athletic?
Do they move well?
(For example, genetics, tall parents for a bowler is an advantage and means they are likely to be tall themselves).



OTHERS INPUT

Using other other experts to help formulate a view on players that you may not have seen much of.



TRAINING HISTORY

Can be difficult to find out, some research will often be required (how many hours of practice by a certain age) often players are ahead of others for this reason. Would player X be better if they had the same training history.



COACHABILITY

How quickly does a player learn/adapt and/or take on new ideas.



COPING UNDER PRESSURE

Can they cope with/perform and deliver when they are under pressure.



LEVEL OF MATURATION

Is a player better than another at this stage, simply because they have matured quicker by this stage/age.



THRESHOLD/DIFFERENTIATORS

Will a player have the technical skills required to be able to play the game professionally and if so, will the differentiators they possess allow them to become a top player.



FAST ADAPTERS

Will a player who is exposed to a higher standard quickly make that their new level or will they freeze and does their performance get worse. (Often not discovered until it has been attempted).



RELATIVE AGE EFFECT

What stage of the year where they born.



GROWTH MINDSET

How does a player view and respond to tough situations, challenge and adversity.



OTHER CONSIDERATIONS

PERFORMANCE STATS

The players stats will form part of selection. Again, the younger the player, the less you will use stats as a selection tool. The older the player is, the greater the significance of statistics and performance. The evidence says that until U17 age group, there is no link to how well a player does prior to this age and success at senior/ professional level. The greater the time or sample of performance stats then the more relevance they have. For example, a batters combined County average from U10 - U17 is a better indicator than a player's yearly average as an U13 batter. Often fast bowlers will go for more runs and have worse figures than a slow seam bowler, this is because young, less mature batters can use the pace of the delivery to score whereas a slow seamer will be harder to score off as the young batter will not have the strength to hit the ball hard in front of the wicket

OTHER CONSIDERATIONS

CHARACTER

When selecting a player character is a consideration. Less so the younger they are as character can be shaped and moulded and improved with work. The older the player is the more likely they are to have certain traits in place for life and therefore selection on character becomes one of the main selection criteria from 17+ age. Obviously if a young player is displaying lots of the character traits you would be looking for then you would be likely to select them, however if a player does not have them at a young age, this would not be a reason for non-selection.





OTHER CONSIDERATIONS

PLAYER OBSERVATIONS

- Continuous player observations over winter of county pathway sessions by RTM's
- Multiple observations of players in match play situations through the summer by regional scouts
- Feedback from pathway leads & coaches
- Vipers observation days at the end of the summer based on scouting reports & county coaches feedback



PLAYER PATHWAY PHASES OF DEVELOPMENT

COUNTY WOMENS 1ST XI

AGE 14+

COUNTY AGE GROUPS

U11 | U13 | U15 | U18

CLUB

INCLUDING ALL STARS & DYNAMOS

SENIOR ENGLAND SQUAD

PROFESSIONAL CONTRACT

100 BALL COMPETITION

SEMI- PROFESSIONAL
CONTRACT

REGIONAL EMERGING PLAYER PROGRAMME

REGIONAL ACADEMY'S

8 REGIONAL TEAMS

SOUTHERN VIPERS
WOMEN'S ELITE DOMESTIC
T20/50-OVER NATIONAL
COMPETITION

