



ANZA Soccer Competition Team Selection Policy

1. Purpose

This policy outlines how players are evaluated and selected for competition teams within the ANZA Soccer Program. It ensures the selection process is:

- Transparent
 - Consistent
 - Fair
 - Focused on player development and team needs
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2. Guiding Principles

Player Development

Selections prioritise long-term growth, confidence, and skill progression—not only short-term results.

Multi-Coach Evaluation

Using multiple evaluators (Professional Coach, Sunday Coaches, CTC) reduces bias and provides a more accurate assessment of each player.

Team Balance

Teams are formed based on skill level **and** positional needs to ensure competitive balance and appropriate squad depth.

Respect & Integrity

All players are treated with fairness, dignity, and equal opportunity to demonstrate their abilities.



3. Selection Process Overview

1. Players register for and attend formal tryouts: Tryouts will be held the last two weeks of the season during weeknight comp training for next season's teams. For boys teams this will be April/May; for Matildas this will be April/May AND December (For Matildas the intention is not to disrupt teams but to welcome new players and fill in the gaps where players have left). CTCs will invite all players from current teams and Saturday league to tryouts and collect names to pass on to the professional coach.
 2. Professional Coaches, Head Coach, the CTC and Sunday Coaches evaluate players (CTC can be excused if not appropriate to grade). This includes current players and new players.
 3. Each evaluator grades players using a standardised scoring rubric.
 4. Evaluators MUST be present at all tryouts to ensure fair grading. If not able, they can be excused from grading.
 5. Scores are compiled and reviewed collectively.
 6. Teams are formed based on:
 - Skill level
 - Tactical understanding
 - Physical readiness
 - Attitude and coachability
 - Positional needs
 7. Final team lists are approved by the CTC.
 8. Players are given the player commitment contract. This is done for the top team first to ensure that places are offered to players who will commit to the team training, matches and tournaments.
 9. Families are notified of placements by the CTC (or Sunday Coach if no CTC is yet appointed).
 10. A placement is confirmed once the player has registered for the next season (June early bird pricing is released).
 11. It is fair to keep a couple of spots left open on the team in anticipation of players joining ANZA Soccer in August in the case that they are of competitive level.
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4. Evaluation Criteria

Players are assessed across four domains and rated on a **A-D scale** (A = strongest).

1. Technical Ability

- First touch
- Passing accuracy and range
- Dribbling and ball control
- Shooting and finishing



- Ability to retain possession under pressure

2. Tactical Understanding

- Positioning and awareness
- Decision-making
- Ability to follow instructions and adapt
- Understanding of team shape and roles

3. Physical Attributes

- Speed and agility
- Endurance
- Strength appropriate for age
- Movement quality and injury-prevention habits

4. Attitude & Commitment

- Effort and work rate
- Coachability and responsiveness to feedback
- Teamwork and sportsmanship
- Attendance and punctuality

5. Positional Assessment

To build balanced and competitive squads, evaluators also consider:

- Natural positional strengths
- Ability to play multiple positions
- Team needs within each age group
- Depth required in key positions (e.g., goalkeeper, centre back, striker)

Players may be asked to trial in more than one position to ensure accurate placement.

6. Scoring & Decision-Making

Standardised Scoring

All evaluators use the same A-D scoring rubric to ensure consistency.



Collaborative Review

Professional Coaches, Head Coach, the CTC, and Sunday Coaches meet to:

- Compare scores
- Discuss player performance
- Identify positional gaps
- Finalise team placements

Final Authority

The Head Coach has final approval to ensure fairness, balance, and alignment with club philosophy.

7. Team Formation

A. Competitive Teams (Top Tier)

- Highest combined scores
- Strong positional fit
- Demonstrated readiness for competitive play

B. Development Teams (Second Tier)

- Players with strong potential who need more time to develop
- Balanced squads to maximise growth and playing opportunities

C. Movement Between Teams

Players may move between teams based on:

- Progress
- Effort
- Attendance
- Team needs
- Positional requirements

Movements must comply with **JSSL regulations**, meaning changes may occur only between the **Sept–Dec** and **Jan–May** seasons (not within season).

Players placed on Development Teams or not selected are strongly encouraged to attend **Thursday Skills Training** to build their abilities.



Girls Program Note

Because older players move up an age bracket in January:

- Teams will change ahead of the **January season**.
 - A player selected for Sept–Dec is **not automatically guaranteed** a Jan–May placement.
 - If a placement is not offered, the player is eligible for a **half-season refund**.
 - Alternatively, she may continue attending weeknight training to continue developing.
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8. Playing Time Expectations

Playing time is **not guaranteed** and may vary based on:

- Performance
- Effort
- Tactical needs
- Attendance
- Attitude

ANZA Competitive Teams

- Minimum **50% playing time across the season**.
- Individual matches may vary, but balance is expected over time.

Sunday Competition Teams – Pitch Time Expectations

Low Competitive Level

- Boys Div 3 or below (B7–B10)
 - Boys Div 2 or below (B11–B16)
 - Girls Div 2
- Expectation:** Every player plays at least **half of each game**.

High Competitive Level

- Boys Div 1–2
 - PYCL
 - Girls Div 1
- Expectation:** Minimum **50% pitch time on average** across 7–10 matches. Every player must receive **meaningful pitch time (≥30%)**, even against strong opponents.



Exceptions – Competition League Matches

Critical Matches

- Final two matches affecting promotion/relegation
 - Matches against direct competitors
- Coaches must communicate exceptions to parents and players.

Unfit Players

Players returning from injury or long absences may have managed pitch time. Coaches must inform parents and players.

Players Not Yet at Required Level (High Competitive Only)

Players selected for potential development may receive <50% pitch time. They must attend training and will be reassessed for the next season.

Large Match-Day Squads (High Competitive Only)

If squad size is too large to guarantee 50% pitch time, coaches must communicate expected playing time in advance.

Exceptions – Tournaments

7-a-Side Tournaments

- Aim for 50% pitch time on average across group matches.
- Coaches may adjust based on opponent strength.

Knockout Stage (Cup Finals)

Playing time may prioritise team performance. Coaches must communicate strategy to parents and players.

Contingency Players (Singapore Tournaments)

Extra players attend for injury cover only. Fees apply only if the player replaces an injured teammate.



9. Communication With Families

Before Tryouts

- Policy is shared with all families.
- CTC or Coaches explain expectations and evaluation criteria.

After Team Selection

- Families receive placement notifications.
- Feedback is available upon request (not immediately after announcements).

Communication Boundaries

- Coaches will not discuss other players.
 - No sideline coaching from parents.
 - Concerns must follow the **24-hour rule**.
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10. Saturday League

Players who are selected for competitive teams will:

1. Play in the Saturday League without exception
 2. Understand that they are leaders on these teams, and their participation ensures balance and fairness across all teams in the league
 3. View that the Saturday program develops skills, allows opportunity to play different positions and that it is a valuable second weekly training to promote player development.
 4. If players do not attend Saturdays, they will not be able to continue to play on the competitive teams.
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11. Sponsored Players

Sponsored players are local players who are invited to join competition teams without registration fees.

- They are invited **ONLY** if there are **NO** ANZA players able to fill the positions and will not be offered a spot ahead of an ANZA Soccer player regardless of skill level.
- There will be a maximum of 2 sponsored players per team.



- Any exception to this rule must be sent to the Committee for review and must have a strong case for consideration.
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12. Appeals Process

Parents may request **clarification**, not reconsideration, by:

5. Waiting 24 hours
6. Requesting a meeting with the Coaches
7. If unresolved, contacting the CTC

Appeals cannot request or demand specific team placement.

13. Annual Review

This policy is reviewed annually to ensure alignment with:

- Best practices in youth development
 - Club values
 - Feedback from coaches and families
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