

Canadian Sport Institute Pacific **and BC Rugby** **Athlete and Coach Nomination Criteria** **2025-26**

Criteria Approved: Oct 14 2025

CSI Pacific Representative	Andrew Latham	<i>Andrew Latham</i>	Oct 14 2025
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PURPOSE

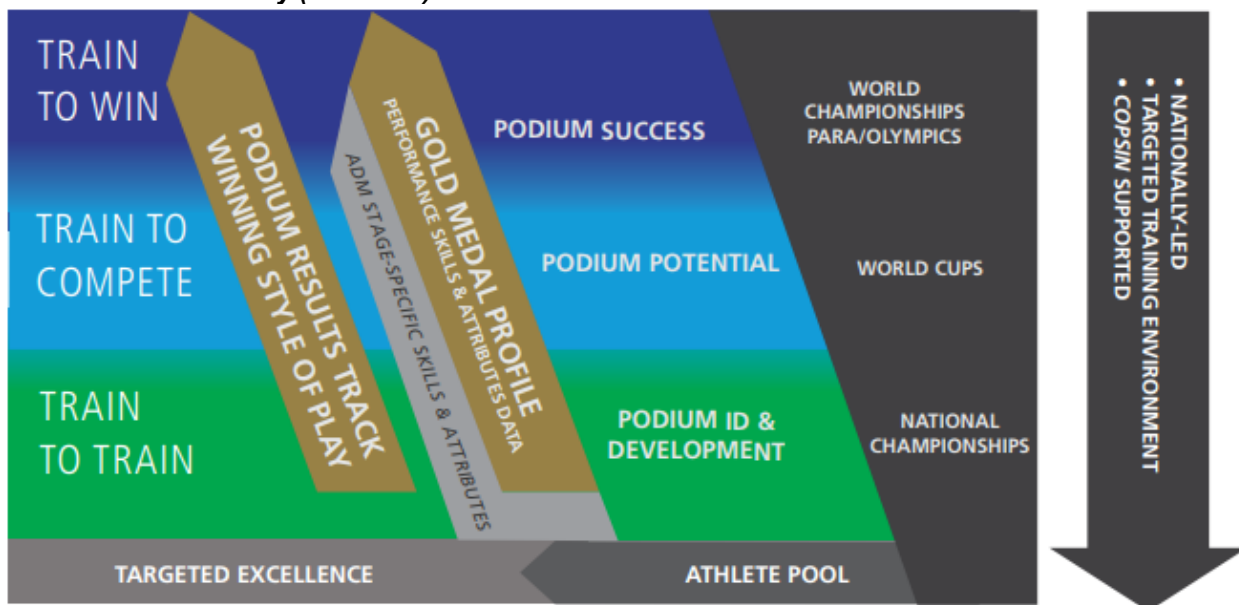
Canadian Sport Institute Pacific, through a partnership with the Province of British Columbia (BC), viaSport, the network of PacificSport centres, and BC Rugby, collaborates to deliver programs and services to place BC athletes¹ on national teams, and ensure athletes and coaches have every advantage to win medals for Canada. The partners work jointly to encourage sport excellence and increase podium performances in communities throughout BC.

This template provides a standardized process with which to identify athletes and coaches within the BC Rugby high performance program as well as athletes who are tracking against key development pathway metrics toward national teams. The levels within the targeted pathway seek to create a common standard across all sports; hence, the template must be used in its entirety. PSO/DSOs are able to adapt the template to suit their own purposes (e.g. branding, application process, etc.) provided all relevant information is contained within.

Canadian Sport Institute / PacificSport athlete and coach support for the Sport Canada AAP Carded nomination focuses on athletes and teams 0-4 years from the international podium, identified by the sport-specific Podium Pathway (Figure 1) and Gold Medal Profile. These athletes and teams represent the current generation of national team athletes who are carded by the NSO through Sport Canada's Athlete Assistance Program.

Canadian Sport Institute / PacificSport athlete and coach support for the Canadian Development and Provincial Development nomination focuses on athletes and teams 5-12 years from the international podium, identified by the sport-specific Podium Pathway (Figure 1) and Gold Medal Profile. These athletes and teams represent both the next generation (5-8 years away) and future generations (9-12 years away) of Olympic and Paralympic or World Championship medallists.

Figure 1 – Podium Pathway (LTAD 3.0)



¹ A BC athlete is defined as an athlete born, developed, and/or trained/centralized (for a minimum of three (3) months in a twelve (12) month period) in British Columbia.

DETAILS

Through the above partnership, and with the above purpose in mind, BC Rugby may nominate athletes and their coaches who meet specific criteria for Canadian Sport Institute Pacific / PacificSport athlete or coach enrollment. Upon completion of enrollment and onboarding, athletes and coaches can engage in enhanced programs, benefits, and selected support services through Canadian Sport Institute Pacific and the network of PacificSport regional centres in BC.

Canadian Sport Institute / PacificSport athlete support is divided into four levels based on performance, each with a slate of designated benefits. Please see Appendix A for an outline of BC Rugby targeted athlete benefits, programs, and services as delivered through BC Rugby.

Targeted athletes are nominated by BC Rugby based on the athlete criteria below. As a general principle, all athletes are expected to demonstrate evidence of their ongoing performance progression and tracking toward BC Rugby high performance program benchmarks to remain targeted. John Tait, Technical Director at BC Rugby and the Canadian Sport Institute technical lead working with BC Rugby, Technical Director have the final authority over the Canadian Sport Institute nomination process. Any inquiries regarding the sport-specific selection criteria can be made to John Tait at jtait@bcrugby.com.

The athlete and coach nomination cycle for Canadian Sport Institute / PacificSport / BC Rugby targeting runs [November thru October annually, and athletes are selected based on performances from the previous 12 months. Athletes meeting criteria throughout the annual nomination cycle may be added to the BC Rugby targeted athlete list, on a case by case basis, by contacting the PSO/DSO Technical Representative John Tait at jtait@bcrugby.com.

ATHLETE/COACH ENROLLMENT

Once the athlete or coach is nominated, they will be notified by BC Rugby and will be provided with information on how to enroll. All athletes and coaches must enroll with Canadian Sport Institute / Pacific Sport in order to receive athlete or coach supports and benefits.

CORE CRITERIA

1. For PSO/DSO nominations, athletes must be considered in good standing at the discretion of the PSO/DSO with BC Rugby as a competitive athlete and meet the definition of a BC athlete.
2. All athletes nominated should have a designated coach who is responsible for planned programming. Specific coach criteria must be identified under coach nominations
3. Athletes who fail to meet targeting criteria due to injury or absence, may remain on BC Rugby's nomination list at the discretion of the PSO/DSO when:
 - a. There is an expectation the athlete in question would have met criteria if no injury or absence had occurred **AND**;
 - b. The athlete in question was nominated by BC Rugby in the previous 12 months.
 - c. There is an agreed timeline on the return to play process
4. Minimum age of targeted athlete is 16-years-old, however at the discretion of CSI staff exceptions can be approved
5. Maximum number of athletes at each level based on historical conversion rates from 2019-2025, identified by CSI Pacific and communicated to the sport by CSI staff. At the discretion of CSI staff exceptions can be approved

LEVEL-SPECIFIC CRITERIA

Canadian Sport Institute Criteria

Sport Canada AAP Carded

Canadian Sport Institute Criteria:

- Athletes who appear on the Sport Canada AAP Carding List and verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway.
 - It is the responsibility of [PSO NAME] to consult with the NSO, identifying and nominating any Sport Canada AAP Carded athletes in the province of British Columbia.

Canadian Development

Canadian Sport Institute Criteria:

- Athletes who compete on the senior national team in eligible events, but do not receive Sport Canada AAP funding, and verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway **OR**;
- Athletes who are in the HP Athlete Development (L2W/T2W) stage of the Podium Pathway (including Gold Medal Profile) and verified by the NSO. If the NSO does not have an approved Podium Pathway, the following criteria will be used:
 - Athletes who have been targeted as "NextGen" defined as the expectation to be selected to the senior national team in eligible events **within 24 months** and verified by the NSO.

Provincial Development Level 1

Canadian Sport Institute Criteria:

- Athletes who are in the Athlete Identification & Development stage of the Podium Pathway, and who are tracking toward the HP Athlete Development stage according to the NSO-specific Podium Pathway and Gold Medal Profile. If the NSO does not have an approved Podium Pathway, the athlete must be tracking toward Canadian Development and meet the criteria below:
 - Meet specific performance-based benchmarks in accordance with an overall athlete monitoring and tracking framework (utilizing Gold Medal Profile) **AND**;
 - Athletes at this level are anticipated to convert to national team program as a Canadian Development or Podium athlete within a maximum duration of five years (combined Provincial Development Level One and Two) **AND**;
 - Competed at the appropriate² age group or junior world championships in an eligible event (or equivalent international developmental event) in the previous 24 months **OR**;
 - Won a medal in an eligible event at their sport-specific national senior/open, appropriate² age group or junior championships (or equivalent level of performance standard) in the previous 24 months.

Provincial Development Level 2

Canadian Sport Institute Criteria:

- Athletes who are in the Athlete Identification & Development stage of the Podium Pathway, and who are tracking toward Provincial Development One according to the NSO-specific Podium Pathway and Gold Medal profile. If the NSO does not have an approved Podium Pathway, the athlete must meet the criteria below:
 - Meet specific performance-based benchmarks in accordance with an overall athlete monitoring and tracking framework (utilizing Gold Medal Profile) **AND**;
 - Athletes at this level are anticipated to convert to national team program as a Canadian Development or Podium athlete within a maximum duration of five years (combined Provincial Development Level One and Two) **AND**;
 - Competed in an eligible event at the appropriate² age group national championships (or equivalent level of performance standard) in the previous 24 months, **OR**;
 - Won a medal in an eligible event at their appropriate² age group provincial championships in the previous 12 months, **OR**;

Coach Nomination

Canadian Sport Institute Criteria:

Coaches are nominated when they are the coach of an athlete who achieves designated criteria. The PSO/DSO may nominate up to two coaches per athlete in cases where both the Provincial/National coach and a personal coach have a significant impact on the athlete's training program. While not required, it is highly recommended that PSO/DSO nominated coaches meet at least one of the following criteria:

- Be the lead person designing and implementing an annual training program for the athlete.

² Definition of appropriate is based on a number of factors such as peak development age, average age of National Team, sport's competition schedule, and logical pathway progression. Final determination will be made by CSI Pacific.

- Be designated as Provincial or Regional coach by the PSO/DSO.
- Be designated as a National Development / Senior National coach by the NSO.
- Be designated as athlete's coach of record based on sport-specific criteria below.

AND,

- NCCP Competition Development Trained Status or ACD coach,

Sport Specific PSO Criteria

Canadian Development Criteria 1.0

BC Rugby Sport-Specific Criteria:

- **1.0** Athletes who are part of Rugby Canada's Men's/Women's centralized program and are verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway. **OR;**
- **1.1** Athletes who have been selected in the previous 18 months to National Senior Team in eligible events, and do not receive Sport Canada AAP funding. Teams include Rugby Canada NSMT, NSWT, NSM7T, NSW7T. **OR;**
- **1.2** Athletes who have been named to Rugby Canada's depth chart (top 3 in position) or watch list and are identified to transition into Senior National Teams and select development competitions/camps within the next 12 months.

Evidence to be provided by PSO/DSO in order to confirm nomination.

Provincial Development Level 1 Criteria 2.0

BC Rugby Sport-Specific Criteria:

- **2.0** Male athletes aged 20 years or younger who have competed for the Rugby Canada U20 Team at the World Trophy Qualifier or Junior World Trophy. **OR;**
- **2.1** Female athletes aged 20 years or younger who have competed for a Rugby Canada Team at any international competition. **OR;**
- **2.2** Athletes who have competed on Rugby Canada Development Teams including the Pacific Pride Academy, those in the Canadian Rugby Championship, and those in the National Women's League in the previous 12 months.
- **2.3** Must be meet lower stage fitness testing scores in 2 of 3 of the fitness testing protocols (40m sprint; Standing Broad Jump; Bronco) as identified in Appendix 4

Evidence to be provided by PSO/DSO in order to confirm nomination.

Provincial Development Level 2 Criteria 3.0

- :
- **3.0** Athletes aged between 16 and 18 years' old who have competed in the Canadian Western Championship in the previous 12 months, been selected into the Elite 7s Girls or Boys program, or been selected to the Rugby Canada U18 Team in the previous 12 months. **OR**;
 - **3.1** Female athletes aged between 16 and 19 years' old who have been selected to the Rugby Canada Development Academy in the previous 12 months. **OR**;
 - **3.2** Athlete named to the official Rugby Canada Age-Grade 'long-list' as verified by the NSO. **OR**;
 - **3.3** Athletes identified through Rugby Canada selection process at approved talent identification events (e.g. RBC Training Ground). **OR**;
 - **3.4** Senior athletes who have been selected to the BC Rugby's NextGen 7s Team or any BC Blue vs BC Gold fixtures.
 - **3.5** Must be less than 105% of lower stage fitness testing scores in at least 1 of 3 of the fitness testing protocols (40m sprint; Standing Broad Jump; Bronco) as identified in Appendix 4
 - Eg. If Standard Indicator = 5.25
 - Then 105% of standard = $5.25 \times 105 / 100 = 5.51$

Evidence to be provided by PSO/DSO in order to confirm nomination.

Coach Nomination

BC Rugby Sport-Specific Criteria:

- Coach must be registered, and in good standing with BC Rugby.
- Coach must provide BC Rugby with information related to athlete progress and/or assessment as directed by BC Rugby.
- Coach must submit Individual Development Plan as directed by BC Rugby.

Officials Nomination

Officials are considered part of World Rugby's High-Performance Program and are required to maintain certain standard of fitness. BC Rugby may nominate officials that meet standards identified below and included in targeted athlete list as Canadian Development level.

Officials are nominated by having their names included in the targeted athlete list when they are recognized by World Rugby and verified by Rugby Canada to have the following:

- Officiated for a minimum of three years Over the age of 18 years

- Hold World Rugby Level 2 Officiating or equivalent
- complete a season and training diary and a personal development plan

AND

- refereed at least 2 nationally sanctioned games (on-field) in the past 12 months, or appointed as a world rugby official (Referee, Assistant Referee or TMO) in past 12 months.

Twice annual completion of fitness tests to the following levels:

Aerobic test (1,2 SRT or IRT L1
40 metre sprint test (laser timed)

APPENDIX 1 – Sport-Specific Benefits, Programs, and Services

BC Rugby Targeted Athlete/Coach Benefits, Programs, and Services

Provincial Development Level 1

- Prioritised for BC Rugby's Player Subsidy program.

Coach

- Free access to coach resource page.
- Free access to BC Rugby Coach development and monitoring.

APPENDIX 2 – Positional Physical Testing Standards, Men

National Senior Men's Fifteens Fitness Targets

End of Stage 4	End of Stage 3	End of Stage 2
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End of Stage 4	End of Stage 3	End of Stage 2
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Strength/Power Standards

Power Clean (kg)

111	111	102
123	114	105
130	120	110
135	125	112

Outside Backs
Inside Backs
Back Row
Tight Five

Bench Press (kg)

121	112	103
128	118	109
140	130	119
144	133	120

Front Squat (kg)

150	139	128
153	141	130
159	145	135
162	150	135

Outside Backs
Inside Backs
Back Row
Tight Five

Chin-Up (kg)

121	112	103
128	118	109
140	130	119
144	133	120

Standing Long Jump (cm)

2.80	2.75	2.70
2.75	2.70	2.65
2.70	2.65	2.60
2.60	2.50	2.40

Outside Backs
Inside Backs
Back Row
Tight Five

Standing Triple Jump (cm)

8.06	7.75	-
8.51	8.27	-
8.80	8.64	-
8.96	8.80	-

Stage 2 = 125 Sessions Completed

Stage 3 = >1 Year Training

Stage 4 = >2 Years Training

Conditioning Standards

Bronco

Target

Min

4:20	4:30	4:40
4:25	4:35	4:45
4:30	4:40	4:50
4:40	4:50	5:00
4:50	5:00	5:10

Outside Backs
Inside Backs
Back Row
Hook/Lock
Prop

Yo-Yo IRT1

19.1
19.1
18.5
18.1
17.1

Table 19: Speed benchmarks for male development players at the end of Stage 4

	0-10 m split (s)	30-40 m split (s)	40 m time (s)
Prop	<1.81	<1.22	<5.65
Hooker	<1.79	<1.19	<5.55
Lock	<1.76	<1.19	<5.45
Blindside Flanker	<1.76	<1.16	<5.36
Openside Flanker	<1.73	<1.14	<5.3
No.8	<1.76	<1.16	<5.36
Scrum half	<1.73	<1.12	<5.25
10	<1.73	<1.12	<5.27
Inside Backs	<1.73	<1.09	<5.23
Outside Back	<1.69	<1.07	<5.15
7s Backs	<1.69	<1.07	<5.15
7s Forwards	<1.73	<1.14	<5.3

APPENDIX 3 – Positional Physical Testing Standards, Women



National Senior Women's Fifteens Fitness Targets

NSW XV Starter	NSW XV Squad	Maple Leafs
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NSW XV Starter	NSW XV Squad	Maple Leafs
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Back Three
Midfield
Back Five
Front Row

Power Clean (kg)

79	70	60
84	74	65
89	77	67
94	83	72

40m Time (s)

5.4	5.56	5.72
5.56	5.72	5.88
5.72	5.88	6.04
5.88	6.04	6.20

Back Three
Midfield
Back Five
Front Row

Power Snatch (kg)

60	52	45
64	56	49
67	58	51
71	62	54

0-10m Time (s)

1.74	1.79	1.84
1.79	1.84	1.89
1.79	1.84	1.89
1.84	1.89	1.94

Back Three
Midfield
Back Five
Front Row

Front Squat (kg)

99	87	74
105	93	80
111	96	83
117	103	89

30-40m Time (s)

1.17	1.21	1.25
1.21	1.25	1.29
1.25	1.29	1.34
1.29	1.34	1.39

Back Three
Midfield
Back Five
Front Row

Neutral Grip Pull Up (kg)

99	87	74
105	93	80
111	96	83
117	103	89

Standing Long Jump (m)

2.46	2.32	2.21
2.46	2.32	2.21
2.32	2.21	2.10
2.21	2.10	2.05

Back Three
Midfield
Back Five
Front Row

Bench Press (kg)

75	63	55
80	68	60
85	73	65
91	79	69

Standing Triple Jump (m)

7.42	7.10	6.78
7.42	7.10	6.78
7.10	6.78	6.46
6.78	6.46	6.14

Back Three
Midfield
Back Five
Front Row

Press (kg)

45	38	33
48	41	36
51	44	39
55	48	42

Back Three
Midfield
Back 5/Hook
Props

Bronco

5:00	5:15	5:30
5:00	5:15	5:30
5:00	5:15	5:30
5:30	5:45	6:00

*Note these numbers may change slightly leading up to WC 2021, but you should strive to hit your positional targets in all categories

2020 Women's XV's Standards

Testing Battery	Back Three	Midfield	Front Row	Back Five
Standing Long Jump (m)	2.21	2.32	2.10	2.21
Standing Triple Long Jump (m)	7.10	7.00	6.46	6.78
0-10m (s)	1.84	1.87	1.89	1.89
30-40m (s)	1.23	1.25	1.39	1.34
40m (s)	5.72	5.88	6.20	6.04
Chin Up 1RM (kg/bw)	1.20	1.21	1.06	1.10
Bench Press 1RM (kg)	63	67	78	74
Front Squat 1RM (kg)	91	90	87	93
Bronco (m:s)	5:15	5:10	5:40	5:20
<i>*Standards subject to change in lead up to WC 2021*</i>				

Appendix 4 – Players Skills & Physical Assessment:

Player Assessment Summary

[illegible]

Tackle Assessment

[illegible]

[illegible]

[illegible]

Appendix 5 - Individual Performance Plan

NAME: _____ POSITION: Half Back

Individual Performance Plan 2022

WHAT IS MY VISION? WHAT MOTIVATES ME?

Fill out the following table using the colour code system for each of the focus areas under each pillar(technical, tactical, physical etc.). This will assist you to identify what you want to work on. If you are not sure, of if you need some help, talk with key people e.g. Coaches, Parents, Team Management, Team mate

	Current Assessment						Focus Areas	
TECHNICAL	Distributor (as a 9)	Ball Carry / Running Ability	Tackling	Kicking	Support Play	Catch&Pass		
TACTICAL	Positional Understanding	Understands team game plan and your role	React well to the picture you see	Tactical Awareness	Tactical Leadership	Leader/ Communicator		
PHYSICAL	Strength Lower	Aerobic	Anaerobic	Power	Speed			
	Strength Upper							
NUTRITION	Body Weight	Skinfolds	Hydration	General Dietary Habits	Performance Nutrition			
MENTAL	Performance Readiness	Performance Focus	Performance Review	Resilience	Work Ethic			
HOLISTIC / LEADERSHIP	Self Awareness	Awareness of Others	Self Reliance	Team Person	Life Balance	Career Development		

Colour Code Key

Weakness (not great)	Competent (ok)	Strength (excellent)
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Appendix 6: Officials Fitness Standards

World Rugby Match Official Fitness Standards

Twice annual completion of fitness tests to the following levels:

- aerobic test (1,2 SRT or IRT L1)
- 40m sprint test (Laser timed)

Testing standard

Test	Male	Female
1,2 SRT (Bronco)	<5 minutes	<5 minutes 30 seconds
IRT L1 (Yoyo) – alternative to bronco	L17,5	L16,3
40m standing sprint	<5.5 seconds	<6.2 seconds