



**NATIONAL BOBSLEIGH PROGRAM
2025-26 SELECTION PROCESS & CRITERIA**

**FOR SELECTING CANADIAN BOBSLEIGH ATHLETES TO THE
NATIONAL BOBSLEIGH PROGRAM**

FOR THE 2025-2026 SEASON

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Definitions

1. This Selection Process & Criteria (SP&C) document defines certain terms as follows:
 - a. **Athlete Pool (AP)** - A development designation for athletes who are not currently selected to the Senior or Development Bobsleigh Teams and therefore are not considered part of the National Team. AP athletes are ineligible for AAP funding and do not receive core National Team benefits. However, they may be integrated into training or competition to fill vacancies, address program needs, or gain development experience. For full eligibility and structure, see Section 5.3.
 - b. **Athlete Development Pathway (LTAD)** - A stage-based framework that outlines the progression of athletic development from foundational to elite levels. BCS applies the LTAD model to guide athlete advancement, primarily within the Train to Compete and Train to Win stages.
 - c. **Athletic Performance Evaluation** - A standardized scoring chart used to assign point values to an athlete's physical testing results. The APE table can be found on the BCS website under the "Policies" section.
 - d. **Competitive Readiness** - A performance state in which an athlete demonstrates the physical, technical, and psychological capacity to contribute effectively to team performance. While athletes may not consistently match their personal or seasonal bests, they must demonstrate performance levels that meet the standards of the current competitive landscape. Competitive Readiness is evaluated using a combination of physical testing results, training and race trends, National Ranking System (NRS) data, medical status, and coach assessments, and may vary by role or discipline.
 - e. **Development Bobsleigh Team (DBT)** - A National Team designation for athletes progressing along the LTAD pathway who have not yet met the criteria for the Senior Bobsleigh Team. DBT athletes are considered on a trajectory toward international podium success and may remain in the DBT for a maximum of five cumulative seasons in their identified role of pilot or crew, subject to review by the High Performance Committee. DBT athletes are typically 4–8 years from expected podium performance and are primarily evaluated using Train to Compete GMP assessments. For full eligibility requirements and structure, see Section 5.2.
 - f. **Evaluation Race Series (ERS)** - A BCS-administered competition format that may be conducted during the NBP Qualification Period to evaluate athlete performance in on-ice conditions. ERS events, when held, contribute to selection decisions and follow evaluation procedures and scoring methods outlined in Section 14 of this document.
 - g. **Formal Review Periods**: Occurs prior to selection periods to ensure that all processes and data have been compiled to justify and support the nomination of eligible athletes to the Selection Committee.
 - h. **Gold Medal Profile (GMP)** - A comprehensive assessment framework that evaluates an athlete's position within the Athlete Development Pathway across

five key areas: physical, technical, tactical, psychological, and elite behavior competencies. GMP rubrics are available on the BCS website under the “Policies” section.

- i. **High Performance Committee (HPC)** - A committee chaired by the HPD, including the High Performance Manager and technical staff, responsible for reviewing athlete eligibility, refining selection standards, and evaluating athlete development in accordance with these criteria.
- j. **Individual Performance Plan (IPP)** - A personalized, coach-supported development plan outlining an athlete’s goals, benchmarks, and support needs across key performance domains. Tracked through the athlete’s individual GMP dashboard and reviewed bi-annually for team evaluation purposes.
- k. **National Ranking System (NRS)** - A standardized evaluation system ranking athletes based on performance in competitions (internal, domestic and international), and testing evaluations. The NRS is used to support decisions including but not limited to, selection decisions, equipment allocation, sliding proficiency and athlete movement within the season.
- l. **National Team Activities** - All activities conducted throughout the NBP season that impact national team athletes, including evaluation, testing, assessment, and selection processes.
- m. **NBP Qualification Period (NBP-QP)**- The designated time frame during which athlete performance is formally evaluated for selection to the National Bobsleigh Program. Dates are published annually and include all relevant testing, ERS events, and IBSF competitions.
- n. **NextGen Eligibility** - A designation applied to athletes with long-term Olympic potential based on age-relative performance. NGBA athletes must meet specific age and performance thresholds and may be included in the Athlete Pool or Development Bobsleigh Team based on their status within the LTAD framework. For full eligibility requirements, see Section 5.4.
- o. **On-Ice Evaluation Period (OIEP)** - A designated phase in which athlete performance is evaluated in on-ice environments, including pre-season training, Evaluation Race Series (ERS), national team camps, and IBSF competitions. The On-Ice Evaluation Period (OIEP) provides real-time performance insights and data to support nomination decisions and assess Competitive Readiness, as outlined in Section 13.
- p. **Performance Benchmark** - A measurable performance standard (e.g., time differential, ranking, push threshold, descent volume) or performance outcome used to assess athlete readiness, progress, or eligibility. Benchmarks are discipline- and pathway-specific and aligned with NBP goals.
- q. **Pre-Selected** - A formal nomination to the Senior Bobsleigh Team (SBT) awarded to a maximum of two (2) eligible pilots per discipline who have achieved exceptional international results in the previous season. Eligible performances include:

- i. A podium finish (1st–3rd) at the 2025 IBSF World Championships (WCh),
or
- ii. A Top 3 finish in the 2024–25 IBSF World Cup Discipline or Combined Rankings.

Pre-Selected pilots are considered to have met a high-performance standard that warrants prioritization in selection. Nomination is contingent upon meeting all eligibility requirements, including demonstrating Competitive Readiness, and must be ratified by the High Performance Committee and Selection Committee .

- r. **Provisional Pre-Selection** - A provisional nomination to the Senior Bobsleigh Team based on an athlete's ranking from the previous season, typically awarded to the top two pilots on the BCS-NBP National Ranking List. Pre-selection is contingent upon meeting all eligibility criteria outlined in Section 5.1 and demonstrating Competitive Readiness as defined in Section 13. Final selection remains subject to review and ratification by the HPC and SC.
- s. **Season** - Refers to April 1 – March 31 annually.
- t. **Senior Bobsleigh Team (SBT)** - The highest level of National Team designation within the NBP, consisting of athletes who have demonstrated sustained performance, leadership, and readiness to compete at the highest levels of international bobsleigh. SBT athletes are typically in the Train to Win stage of LTAD and are expected to be within 0–4 years of podium performance based on physical, technical, tactical, and psychological benchmarks. For full eligibility requirements and structure, see Section 5.1.
- u. **Selection Committee (SC)** - A committee responsible for reviewing and ratifying athlete nominations made by the HPD. The SC is composed of the BCS Chief Executive Officer, the HPD, and one external participant. While not independent, the SC is structured to be impartial and to provide internal oversight, ensuring nominations are aligned with the Selection Criteria and supporting a fair and transparent process.
- v. **Sliding Proficiency** - The ability to consistently and safely perform in bobsleigh training and races. Evaluated through descent volume, performance consistency, safety record, NRS results and coach assessments.
- w. **Team Values** - The shared behavioral expectations for all NBP members, shaped by team culture and aligned with the broader organizational standards of BCS. These values include professionalism, integrity, accountability, respect, and support for others, and are reinforced through team meetings, athlete agreements, and the BCS Athlete Code of Conduct.
- x. **Time in Stream** - A performance state in which an athlete demonstrates the physical, technical, and psychological capacity to contribute effectively to team performance. While athletes may not consistently match their personal or seasonal bests, they must demonstrate performance levels that meet the standards of the current competitive landscape. Competitive Readiness is evaluated using a combination of physical testing results, training and race trends, National Ranking System (NRS) data, medical status, and coach

assessments, and may vary by role or discipline. *Note: Time in stream is tied to the athlete's current position as identified in their Individual Performance Plan (IPP).*

PURPOSE

These Bobsleigh Canada Skeleton (BCS) National Bobsleigh Program (NBP) Selection Process & Criteria (SP&C) outline the process and criteria by which athletes become eligible and are nominated for selection to the NBP Senior Bobsleigh Team (SBT), Development Bobsleigh Team (DBT) and Athlete Pool (AP).

These NBP SP&C have been designed in alignment with BCS' mission:

Bobsleigh CANADA Skeleton develops World and Olympic Champions.

Based on the latest information available and in keeping with BCS' mission, fairness, equal opportunity, and the desire to field high-performing, competitive teams for international competition are the guiding principles of these NBP SP&C. In this context, "competitive" means:

- **For the SBT:** Demonstrating progression toward achieving top-8 results at World Cup events, World Championships (WCh), and the Olympic Winter Games (OWG) during the current quadrennial.
- **For the DBT:** Showing progression during the current quadrennial toward achieving top-8 results at the WCh and OWG during the subsequent quadrennial.

During the NBP Qualification Period (NBP-QP) outlined in Section 3, BCS will implement a comprehensive selection process. Athlete evaluation may include performance data from the previous season, results from NBP testing opportunities (including athletic testing and/or Icehouse push testing, as applicable), performance during the OIEP and ERS (if held), and demonstrated adherence to Team Values and the BCS Athlete Code of Conduct, as outlined in the Athlete Agreement

POLICY AUTHORITY AND QUESTIONS

To ensure consistency and clarity regarding these NBP SP&C, any and all questions regarding the interpretation or application shall be directed to the High Performance Director (HPD) in writing via email or Slack.

KEY DATES

NBP 2025-26 Camp Schedule (Calgary, AB)

- June 23 - 27, 2025
- August 18 - 22, 2025 (Physical testing & Icehouse Evaluations)
- October 3 - 10, 2025 (Icehouse Evaluations)
- December 10 - 12, 2025 (DBT crew mid-season Icehouse Evaluations)

IPP Review:

- October 3-11, 2025 (Athlete & Tech Staff)

Formal IPP reviews are tentatively scheduled in October, during the NBP Camp #3. This collaborative review provides athletes with feedback, goal alignment, and assessment updates relevant to nomination or reallocation.

Formal Review Periods:

- October 3-11, 2025 (SP&C)
- December 22-28, 2025 (SP&C)
- January 17-18, 2026 (INP)

These reviews provide the HPC with an opportunity to assess athlete and team performances throughout the NBP-QP and competition schedule, identify performance trends, and make necessary adjustments. *Athletes are not involved in the formal review process.*

ATHLETE ACKNOWLEDGEMENT

By participating in the NBP Selection Process, athletes accept and agree to be bound by these NBP SP&C and applicable BCS policies, which can be found on the BCS website:

<https://www.bobsleighcanadaskkeleton.ca/en/>

1.0 DECISION-MAKING AUTHORITY

1.1 High Performance Director (HPD) Responsibilities

The HPD is responsible for:

- Leading the review and publication of the NBP SP&C.
- Interpreting and applying the SP&C.
- Establishing and consulting with the High Performance Committee (HPC).
- Confirming IBSF quota spots.
- Evaluating athlete eligibility and nominating candidates to the Selection Committee (SC).

- Communicating nomination outcomes to athletes.

1.2 High Performance Committee (HPC)

1.2.1 Composition

- High Performance Director (Chair)
- High Performance Manager (HPM)
- NBP Technical Coaches
- Additional technical staff or key personnel may be consulted as needed.

1.2.2 Responsibilities

- Review athlete eligibility, performance data, and additional assessments.
- Evaluate IBSF quota allocations.
- Refine selection standards.
- Address nomination disputes and document decisions.
- Collaborate with technical staff for athlete evaluation.

1.3 Selection Committee (SC)

1.3.1 Composition

- BCS Chief Executive Officer (Chair)
- High Performance Director
- An impartial participant

1.3.2 Responsibilities

- Review and ratify nominations submitted by the HPC.
- Ensure all nominations comply with the NBP SP&C.
- Return any unratified nominations to the HPC for reconsideration.

2.0 IBSF PARTICIPATION QUOTA

For the 2025–26 season, BCS has qualified IBSF participation quotas as follows (per discipline):

<u>Discipline</u>	<u>World Cup (WC)</u>	<u>Europa Cup (EC)</u>	<u>North American Cup (NAC)</u>
Women's Monobob (WMB)	3	4	4
2-Woman Bobsleigh (2W)	3	4	4
2-Man Bobsleigh (2M)	3	4	4

4-Man Bobsleigh (4M)	3	4	4
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**Supporting documentation is available on the IBSF website.*

Note: The HPC within the NBP reserves the right to leave quota spots unfilled on any circuit. This decision may be based on factors such as budget limitations, staff capacity to support programming, alignment with long-term athlete development pathways, and short- or long-term competitive strategy.

3. QUALIFICATION PERIOD

The formal evaluation windows during which athlete performance is assessed for nomination to the National Bobsleigh Program (NBP) for the 2025–26 season. The NBP-QP consists of two primary phases:

- **Phase 1: Pre-Season Evaluation** – June 23 to October 31, 2025, encompassing NBP testing opportunities, training camps, OIEP, ERS, and relevant IBSF competitions. This phase informs initial nomination decisions for SBT, DBT, and AP status.
- **Phase 2: In-Season Review Window** – December 22, 2025 to December 28, 2025, during which athlete performance may be reassessed based on updated data (e.g., international results, injuries, readiness). This period supports mid-season reallocation or confirmation of competitive status.

Select data from the 2024–25 IBSF season may be referenced to establish trends, readiness, or performance consistency where relevant.

4.0 ELIGIBILITY

4.1 General Eligibility

To be eligible for nomination to the NBP, candidates must:

1. An NBP Athlete, be in good standing as such; or
2. If an Athlete is not a National Team Athlete but is a member of the candidate's respective PSO, be in good standing as such;
3. Unless exempted in writing by the HPD, have participated in all required events, including:
 - NBP Camps
 - Canadian Championships / Evaluation Race Series if applicable
 - International & IBSF Competitions

- Other designated mandatory events
 - i. Exemptions for required event participation must be supported by written justification and reviewed by the HPC. Failure to provide documentation may result in ineligibility.
- 4. Have no outstanding fees owed to BCS.
- 5. Hold a valid passport (minimum six months past season-end).
- 6. Be eligible for a Canadian IBSF e-license.
- 7. Be free from any anti-doping sanctions.
- 8. Demonstrate sliding proficiency as evidenced by descent volume, safety record, and consistent performance evaluations, subject to review and documentation by the HPC.
- 9. Be fully committed to a BCS-approved Individual Performance Plan (IPP).
- 10. Confirm Competitive Readiness as per Section 10.

Note: "Season" refers to April 1 – March 31 annually.

5.0 TEAM STRUCTURE AND DESIGNATIONS – PILOTS

5.1 Senior Bobsleigh Team (SBT) – Pilots

Competitions: IBSF World Cup, North America Cup, and Europa Cup, as designated by the HPC based on program needs and athlete IPP's.

Criteria:

- Athlete Development Pathway: Train to Win
- Demonstrated competitive driving competency at the World Cup or Major Championship level
- Time in stream: Continuous participation if performance benchmarks are met. Consecutive years of missed benchmarks can lead to removal from the NBP.
- 0–4 years from expected Major Championship podium performance
- Athletes must have competed on all World Cup (WC) tracks scheduled for the upcoming IBSF season or demonstrate competitive sliding proficiency consistent with the program's guiding principles. Exemptions may be granted by the HPD in consultation with the HPC, provided such decisions are documented and justified.

5.2 Development Bobsleigh Team (DBT) – Pilots

Competitions: North America Cup, and Europa Cup, IBSF World Cup, as designated by the HPC based on program needs and athlete IPP's.

Criteria:

- Athlete Development Pathway: Train to Compete
 - Train to Win athletes may be part of the DBT if all SBT quota spots are filled
- Time in Stream: Max 5 years

- 5–8 years from expected Major Championship podium performance
- Minimum 100 descents per season (LTAD target: 120–150 runs)

5.3 Athlete Pool (AP) – Pilots

Entry Point: Athletes who demonstrate potential and not selected to the SBT or DBT

Development Opportunities: NBP On-Ice Evaluation Period, Bobsleigh Foundation Schools / Bobsleigh Progression Camps & IBSF Pilot Schools

Criteria:

- Assessed through physical evaluation, NBP push testing, training, OIEP, domestic/international competition (WC, NAC, EC)
- Expected to have >100 descents per season; LTAD target: 120–150 runs
- Time in stream: 4–6 years
- Not eligible for AAP support
- Development goal: Progress to DBT or SBT
- Based on sliding proficiency, racing opportunities may be provided to AP Pilots.

5.4 NextGen Bobsleigh Athlete (NGBA) Designation – Pilots

Eligibility:

- Must meet Section 4.1 eligibility requirements
- Must participate in the NBP-QP (unless exempt by HPD)
- Age requirement: Born in or after 1995 (Women), 1994 (Men)
- Push thresholds: Men $\leq$ 5.20 sec, Women $\leq$ 5.60 sec

6.0 TEAM STRUCTURE AND DESIGNATIONS – CREW

6.1 Senior Bobsleigh Team (SBT) – Crew

Competitions: IBSF World Cup, North America Cup, and Europa Cup, as designated by the HPC based on program needs and athlete readiness

Criteria:

- Athlete Development Pathway: Train to Win or, late stage Train to Compete
- Push thresholds: Men $\leq$ 5.15 sec, Women $\leq$ 5.55 sec
- Evidence of progression within the National Ranking System (NRS) and individual GMP
- Time in stream: Continuous participation if performance benchmarks are met. Consecutive years of missed benchmarks as a participating athlete can lead to removal from the SBT.
- 0–4 years from expected Major Championship podium performance

6.2 Development Bobsleigh Team (DBT) – Crew

Competitions: IBSF World Cup, North America Cup, and Europa Cup, as designated by the HPC based on program needs and athlete readiness.

Criteria:

- Athlete Development Pathway: Train to Compete
 - Train to Win athletes may be part of the DBT if all SBT quota spots are filled
- Max 5 years in stream
- 5–8 years from expected Major Championship podium performance
- Actively accumulating run volume throughout the season
- Demonstrates race execution, learning agility, and professionalism in competition settings
- Shows signs of tactical and technical growth from sliding experience
- Year-over-year progression in key performance indicators

7.0 NBP SELECTION PROCESS & CRITERIA

7.1 General Process

Selection to the NBP occurs in two formal nomination phases. The HPD, in consultation with the HPC, will evaluate eligible athletes and nominate them to the SC for review and ratification.

- **Phase 1: Initial Nominations** – Athletes may be nominated for SBT, DBT, or AP status based on evaluation during the pre-season NBP-QP, ending October 31, 2025. These nominations are based on performance data from testing, training camps, the ERS (if held), and applicable IBSF competitions.
- **Phase 2: In-Season Adjustments** – From December 22nd to December 28,, the HPD may propose adjustments based on in-season performance trends, medical updates, or program needs, using updated Competitive Readiness assessments and NRS data.

Nominations may be made before the conclusion of either phase, where sufficient data is available. All nominations are subject to final review and approval by the SC.

7.2 SBT Pilot Nominations

- **Criteria:** Pilots must meet all requirements outlined in Section 5.1.
- **Pre Selected:** A maximum of two (2) pilots per discipline may be nominated to the SBT based on exceptional international performance in the previous season, specifically a podium finish at the 2025 IBSF World Championships or a Top 3 overall ranking in the 2024–25 IBSF World Cup Discipline or Combined standings. Pre-Selection reflects a

high-performance standard that warrants prioritization in the selection process.

Nomination is contingent upon meeting all eligibility requirements, including Competitive Readiness as defined in Section 13, and must be ratified by the HPC and SC.

- **Provisional Nomination:** A provisional nomination to the SBT may be awarded to a maximum of two (2) pilots per discipline based on multiple performance indicators from the previous season, including final ranking on the BCS–NBP NRS, international and domestic race results, coach evaluations, technical and physical development, and alignment with program capacity. This nomination is contingent upon meeting all eligibility criteria outlined in Section 5.1 and demonstrating Competitive Readiness as defined in Section 13. Final selection is subject to review and ratification by the HPC and SC, and does not guarantee a quota spot—athletes may be moved in or out of this position based on ongoing performance and evaluation defined in Section 9.1.
- **Evaluation Race Series (ERS):** If held, the ERS may be used to evaluate eligible pilots and inform additional nominations.
- **Selection Limit:** The number of pilots nominated to the SBT will be determined by the HPC based on program composition, performance trends, and anticipated international needs. Final approval is subject to SC ratification.
- **Sled Allocation:** Sled assignments are determined using the previous season’s IBSF combined ranking and must align with the pilot’s stage on the LTAD pathway. Final approval is subject to HPC review.
- **Discretionary Adjustments:** In exceptional circumstances (e.g., injury, illness, or force majeure), the HPD, as Chair of the HPC, may initiate a discretionary review to evaluate changes to pilot nominations. Any proposed adjustments must:
 - Be reviewed and approved by the HPC;
 - Be ratified by the SC;
 - Follow the discretionary process outlined in Section 12;
 - Be clearly documented and communicated to affected athletes in a timely and transparent manner.
- **Competitive Readiness:** All pilots under consideration, including those pre-selected, and or provisionally nominated must demonstrate Competitive Readiness throughout the NBP-QP and the OIEP.
- **Nomination Process:** Eligible pilots may be nominated to the SC by the HPC based on the criteria and evaluative factors outlined above. Nominations will be made in accordance with team composition needs, available IBSF quota spots, and the timelines specified in Section 7.1, including:
 - Initial nominations occurring no later than October 31, 2025; and

- A second nomination window between December 26, 2025, and January 1, 2026, to allow for in-season adjustments, reallocation, or replacements based on updated performance data, health status, or evolving program needs.

7.3 SBT Crew Nominations

- **Criteria:** Crew athletes must meet all requirements outlined in Section 6.1.
- **Evaluative Factors:** Nominations are based on a combination of the following factors:
 - National Ranking System (see Appendix),
 - Coaching assessments,
 - Objective performance data collected during the NBP-QP and OIEP.
- **Coachability and Readiness:** Crew athletes will be evaluated on their ability to contribute to the success of the sled as part of a cohesive team unit. Consideration will be given to:
 - Demonstrated commitment to collective performance over individual recognition;
 - Willingness to engage fully in the training process and adopt team strategies;
 - Responsiveness to coaching feedback and openness to technical refinement;
 - Positive contributions to team culture, communication, and trust-building;
 - Consistent behaviors that reflect professionalism and alignment with team values.
- **Nomination Process:** Eligible crew athletes may be nominated to the SC by the HPC based on the above criteria. Nominations will align with team composition needs, available IBSF quota spots, and the timelines in Section 7.1, including:
 - Initial nominations by October 31, 2025; and
 - A second nomination window from December 26, 2025, to January 1, 2026.
- **Race Team Compositions:** Crews will be determined by the NBP technical staff based on a combination of push testing results, crew synergy, competition and evaluation data, and coaching assessments. While objective data is prioritized, technical expertise and informed judgment play a critical role in optimizing combinations for performance, cohesion, and alignment with team goals.

7.4 DBT Pilot Nominations

- **Criteria:** Pilots must meet all requirements outlined in Section 5.2.

- **Selection Limit:** The number of DBT pilot nominations will be determined by the HPC based on program composition, the number of pilots assigned to the SBT, and available quota spots.
- **Sled Allocation:** Sled assignments will be based on the previous season's IBSF combined ranking and must align with the pilot's LTAD stage. SBT sled allocations will be prioritized, with DBT assignments determined based on remaining availability. Final approval is subject to HPC review.
- **Additional Considerations:** The following factors may also inform nomination decisions:
 - Budgetary constraints;
 - Program development strategy;
 - Program competition strategy;
 - Injury, illness, or pregnancy-related circumstances.
- **Nomination Process:** Eligible pilots may be nominated to the SC by the HPC based on the criteria and evaluative factors outlined above. Nominations will align with team composition needs, available IBSF quota spots, and the timelines specified in Section 7.1, including:
 - Initial nominations no later than October 31, 2025; and
 - A second nomination window between December 26, 2025, and January 1, 2026, to allow for in-season adjustments, reallocation, or replacements based on updated performance data, health status, or evolving program needs.

7.5 DBT Crew Nominations

- **Criteria:** Must meet all requirements outlined in Section 6.2.
- **Evaluative Factors:** Same as 7.3.
- **Nomination Process:** Eligible crew athletes may be nominated to the SC by the HPC based on the above criteria. Nominations will align with team composition needs, available IBSF quota spots, and the timelines in Section 7.1, including:
 - Initial nominations by October 31, 2025; and
 - A second nomination window from December 26, 2025, to January 1, 2026.
- **Race Team Compositions:** Crews will be determined by the NBP technical staff based on a combination of push testing results, crew synergy, competition and evaluation data, and coaching assessments. While objective data is prioritized, technical expertise and informed judgment play a critical role in optimizing combinations for performance, cohesion, and alignment with team goals.

7.6 AP Pilot Nominations

- **Criteria:** Athletes nominated to the AP have not yet met the full assessment criteria outlined in Section 5.1 (SBT) or Section 5.2 (DBT). Nomination is based on demonstrated potential and proximity to meeting those criteria, as evidenced through internal assessments, domestic and international competition performance, and trajectory within the LTAD pathway.
- **Selection Limit:** The number of AP pilot nominations will be determined by the HPC based on program composition, the number of pilots assigned to the SBT, DBT, and program capacity.
- **Sled Allocation:** AP pilots may be allocated a sled based on the needs of BCS for National Team-designated activities. Sled allocation will correspond with the pilot's LTAD stage. SBT sled allocation will be prioritized, followed by DBT and then AP, based on remaining equipment availability. Final approval is subject to HPC review.
- **Nomination Process:** Eligible pilots may be nominated to the SC by the HPC based on the criteria and evaluative factors outlined above. Nominations will align with team composition needs, available IBSF quota spots, and the timelines specified in Section 7.1, including:
 - Initial nominations no later than October 31, 2025; and
 - A second nomination window between December 22, 2025, and December 26, 2026, to allow for in-season adjustments, reallocation, or replacements based on updated performance data, health status, or evolving program needs..

Note: Should an Athlete Pool member be called up to participate in an IBSF event or other National Team-designated activity, they may be subject to National Team fee structures and/or logistical requirements

7.6.1 Athlete Pool Status and Mobility

- **Status:** AP athletes are not considered members of the National Team and are not eligible for AAP funding.
- **Opportunity for Integration:** AP athletes may be invited to participate in training or competition activities within the National Team DTE based on:
 - Demonstrated developmental potential and progression;
 - Performance data (e.g., NRS results, coach assessments);
 - Program needs, including injury replacement or roster depth;
 - Availability of program capacity and resources;
 - Assurance that AP involvement does not disrupt the integrity or functioning of the DTE.
- **Mobility:** Participation in National Team training or competition activities does not guarantee a change in status. All transitions must be formally reviewed and approved by the HPC, and status changes will follow the process outlined in Section 9.

7.7 Deselection Criteria

Initiation of Deselection: The deselection process may be initiated by the HPD, as Chair of the HPC, based on ongoing evaluation and in accordance with the criteria below.

- **Performance:** Failure to meet established benchmarks, consistent underperformance, or a demonstrated decline in performance may lead to deselection. Athletes will be notified of performance concerns both verbally and in writing and provided a reasonable opportunity to address them before a final decision is made.
- **Injury or Illness:** Long-term injury or illness that prevents the athlete from maintaining training or competition commitments, or from achieving Competitive Readiness, may result in deselection. Such cases will be reviewed by the HPC in consultation with the BCS Medical Lead.
- **Conduct:** Athletes may be deselected for breaches of the Athlete Agreement, BCS Code of Conduct, or any other applicable BCS policies. Conduct-related deselections will follow BCS policy and applicable disciplinary procedures. Athletes may appeal through the BCS Appeals Policy or the Sport Dispute Resolution Centre of Canada (SDRCC), as appropriate.

Communication and Documentation: All deselection decisions will be clearly documented and communicated in writing to affected athletes.

Post-Deselection Pathway: Deselected athletes may continue their development through their respective PSO, at the discretion of that PSO. Based on their progression and performance during the 2025–26 season, athletes may be invited by the NBP to the following season's NBP testing camp for re-evaluation.

Athletes deselected for conduct reasons must resolve all outstanding disciplinary matters under BCS policy before any consideration for re-entry into the NBP.

All deselection decisions may be appealed by the affected athlete under Section 15.0.

7.8 Athlete Conduct and Team Values

7.8.1 Expectations of Behavior

Athletes are expected to adhere to the highest standards of conduct and to embody the team values of respect, integrity, and professionalism at all times. This includes, but is not limited to:

- **Respectful Interaction:** Athletes must treat all team members, including technical staff, coaches, support staff, stakeholders, board members, advisors, volunteers, sponsors and fellow athletes, with respect and courtesy. Disrespectful or abusive behavior towards any BCS staff or team members will not be tolerated.

- **Adherence to Team Values:** Athletes must demonstrate commitment to the team's values, including maintaining a positive attitude, supporting teammates, and upholding the principles of fair play and sportsmanship.

7.8.2 Zero Tolerance Policy

- **Disrespectful and Abusive Behavior:** Any form of disrespectful or abusive behavior towards BCS staff, teammates, or any other individuals involved in the program will result in immediate removal from team activities, including training and competitions, followed by a post-incident review with BCS staff.
- **Authority of Technical Staff:** The technical staff present during any event has full authority to address and take immediate action against any behavior that violates this policy. This includes the authority to remove athletes from official training, international competitions or team activities if necessary

7.8.3 Communication of Expectations

To ensure clarity and transparency, these expectations will be communicated to all athletes at the beginning of each season and ongoing throughout the year. Athletes will be required to acknowledge their understanding and commitment to these standards as part of their participation in the NBP. For further details on athlete conduct, refer to the [Athletes Code of Conduct](#).

8.0 FINAL SELECTION & CONFIRMATION

Athletes must have met all requirements identified in section 4.1, before selection is confirmed:

Athletes will be given 5 business days to rectify any deficiencies before the nomination is formally retracted.

9.0 IN-SEASON TEAM REVIEW & REALLOCATION POLICY

9.1 Authority for In-Season Adjustments

Following final team ratification, the HPD, as Chair of the HPC, may initiate in-season team adjustments under the following conditions:

- An athlete becomes medically unavailable due to injury, illness, or pregnancy and cannot meet Competitive Readiness standards.
- Performance data from BCS testing, domestic and international competitions, demonstrates significant improvement to achieve competitive results or decline relative to team benchmarks.
- A force majeure event (e.g., severe weather, facility issues, travel disruptions) affects athlete participation or event execution.

- Changes are necessary due to updated IBSF quota allocations or to address performance gaps in team composition, supported by performance data.
- Removal of an athlete due to a breach of BCS Policies, violation of NBP Values or other behavioural misconduct impacting performance.

The NRS, IPP's, GMP's, IBSF performance results, shall serve as the objective performance tools, to guide and justify in-season performance based adjustments. Rankings will be regularly updated and used to:

- Compare athlete performance across disciplines and events
- Support transparent, data-driven decisions related to reallocation or replacement

All proposed adjustments must:

- Be approved by the HPC;
- Include a documented rationale prepared by the HPD, referencing relevant performance indicators (e.g., NRS scores, race outcomes, readiness assessments, incident reports);
- Be communicated in writing to the affected athlete(s).

9.2 Scope of Adjustments

Adjustments may include, but are not limited to:

- Replacing pilots or crew on the SBT and/or DBT with eligible athletes based on objective performance metrics, verified medical status, or documented readiness assessments;
- Reassigning athletes to different circuits based on quota availability and available performance data, IPP's and coaching assessment;
- Adjusting race team compositions (e.g., pilot-crew pairings) to optimize performance outcomes, address performance imbalances, or explore promising combinations, as supported by competition results, training data, and staff evaluations to achieve competitive results;
- Reassigning athletes between team designations or events based on NRS ranking, GMP evaluation, or confirmed medical availability.

If a nominated athlete becomes unavailable due to injury or illness, the replacement will be selected based on NRS rankings or other documented assessments relevant to the role.

All adjustments must align with the principles of transparency, fairness, and performance optimization, and are subject to the governance outlined in Section 9.1.

9.4 Evaluation Criteria

In-season adjustments will be informed by a combination of performance outcomes, developmental indicators, and alignment with team values. Evaluation may include, but is not limited to:

- Size and strength of the competitive field
- Percent time back from the leader
- Push differentials and start/downtime consistency
- Technical and tactical execution across tracks
- Track-specific performance trends
- Relative movement in the National Ranking System (NRS)
- Completion of Return-to-Performance protocols (as applicable)
- Pilot-crew compatibility and performance synergy
- Behavioural observations and alignment with team values and expectations

Due to the tight timelines and dynamic nature of the competitive season, NBP staff will make every effort to provide athletes with as much notice as possible regarding in-season adjustments. However, notice may occasionally be shorter than ideal depending on travel logistics, race entries, or time-sensitive decisions.

9.5 Program Planning Clarification

Changes to an athlete's competition schedule, travel, or sled allocation do not automatically alter their official team designation unless communicated in writing by the HPD.

10.0 National Ranking System (NRS)

The National Ranking System is designed to objectively assess and rank athletes based on their performance across all competitions (domestic and international) and training evaluations.

The NRS will create a holistic performance depth chart of all Canadian bobsleigh athletes, including those not currently part of the NBP. It incorporates the current IBSF points table and NBP training evaluations, applying a multiplier based on % back from the leader and depth of field:

Additional depth multipliers:

- Lead (First position) = x1.10
- 0.0-0.5% from winning time = x1.05
- 0.51-1.25% from winning time = x1.00
- 1.26-2.0% from winning time = x0.85
- .2% from winning time = x0.70

NBP push competitions will be scored at 50% of the IBSF NAC/EC points table.

The NRS will take into account only NBP approved programming throughout the season

10.1 NRS for NBP Selections

- **Goal:** The NRS provides a continuous evaluation of athlete performance across the season in relation to GMP and IPP targets.
- **Utilization:** Used in support of team selections, race allocation, and tracking athlete progression within the NBP.
- **Updates:** Rankings are updated regularly to maintain transparency and reflect current performance data.

11.0 Individual Performance Plan (IPP)

11.1 Purpose and Importance

The IPP is a comprehensive plan tailored to each athlete's development needs, encompassing technical, tactical, physiological, and psychological components. It acts as a strategic roadmap for achieving performance goals and ensures accountability between the athlete and coaching staff. The IPP may be referenced during evaluation and selection.

11.2 Development and Implementation

- **Collaborative Process:** IPPs are jointly developed by athletes and coaches, incorporating input from support staff such as medical professionals, mental health specialists, and sports scientists.
- **Components:** The IPP outlines an athlete's competition schedule, key development areas, performance benchmarks, testing outcomes, and resource allocation, ensuring athletes have access to appropriate tools and guidance.

11.3 Review and Adjustment

- **Review:** IPPs are reviewed at least twice per year to assess alignment with athlete progress and goals. Reviews include the athlete, coach, and relevant support staff.
 - IPP Review Periods
 - NBP Camp #3
 - Transition Period of NBP Yearly Training Plan (e.g. Athlete Debriefs)
- **Adaptation:** Updates are made based on performance trends, challenges, or emerging opportunities. Training loads, benchmarks, and support services may be adjusted accordingly.
- **Dynamic Feedback:** Ongoing feedback from competitions, training, and assessments is integrated to keep the IPP relevant and personalized to the athlete's evolving pathway within the NBP.

12.0 UNFORESEEN CIRCUMSTANCES & USE OF DISCRETION

12.1 Permitted Circumstances for Discretionary Decisions

Discretionary decisions may only be considered under clearly defined circumstances where objective selection is not possible or where fairness may be compromised due to factors beyond the athlete's control. These include:

- **Injury, Illness, Mental Health, or Pregnancy:** Where athletes have missed mandatory events due to verifiable medical reasons supported by documentation from a licensed healthcare provider.
- **Force Majeure Events:** Including but not limited to natural disasters, severe weather, or facility closures affecting evaluation or competition opportunities.
- **IBSF Rulings:** That retroactively impacts athlete rankings of Canada's quota spots.
- **Tiebreakers:** When athletes have identical performance results after all published ranking criteria have been applied.

Note: Additional extenuating circumstances not explicitly listed may be considered at the discretion of the HPD, in consultation with the HPC.

12.2 Criteria for Consideration

Where discretion is permitted under 12.1, the following factors may be considered:

- Results from the National Ranking System (NRS)
- Performance Indicators:
 - Competitive Readiness status
 - Gold Medal Profile (GMP) evaluations
 - Evaluation Race Series (ERS) results (if applicable)
 - Contribution to team culture and adherence to BCS values
- Medical or recovery prognosis, if related to injury/illness
- Technical staff assessments related only to trainability, conduct, and team dynamics (must be documented)

All discretionary considerations must be based on written, verifiable documentation and may not supersede established performance-based results without justifiable cause.

12.3 Decision-Making Process

- All discretionary decisions must:
 - Identify the specific permitted circumstance (per 12.1)
 - Include a list of objective and subjective evaluation tools (e.g., NRS, GMP, ERS results)
 - Provide rationale showing how decision aligns with program goals and values
- Affected athletes must be notified in writing via email or Slack, and given 5 business days to respond before ratification.

- A summary of all discretionary decisions must be documented and retained by BCS staff.

12.4 Transparency and Appealability

- All discretionary decisions must be documented and retained for a minimum of three years.
- Decisions involving discretion will be eligible for appeal under the BCS Appeals Policy.
- No single discretionary factor (e.g., coach expert opinion, team fit) shall be the sole basis for selection or deselection.

13.0 COMPETITIVE READINESS, MEDICAL, AND HEALTH PROTOCOLS

13.1 Medical, Illness, and Mental Health Protocol

Athletes must promptly report any injuries, illnesses, or mental health concerns and provide the necessary medical documentation to the Para-medical Lead & HPD. The NBP is committed to supporting athletes through the Integrated Support Team (IST), which will conduct a thorough review to determine the best course of action. This may include modified training programs, additional medical support, or temporary withdrawal from competition. The athlete's well-being is the primary consideration, and the NBP will work collaboratively with medical professionals to ensure appropriate care. Athletes are required to follow approved recovery and rehabilitation programs to ensure a safe return to training and competition. The NBP aims to facilitate a complete recovery and help athletes regain their competitive edge.

13.2 Competitive Readiness

Throughout the NBP-QP and current season, athletes are required to maintain Competitive Readiness, defined as a performance state in which an athlete demonstrates the physical, technical, and psychological capacity to contribute effectively to team performance. Athletes must demonstrate performance levels that meet the standards of the current competitive landscape. Athletes must immediately report any injury, illness, mental health concern, or change in training to the Para-medical Lead & HPD.

BCS Requirements

- **Proof of Condition:** BCS will request documented proof of injury, illness, or psychological stressor from a licensed healthcare professional.
- **Medical Consultation:** Athletes will be required to consult with a BCS-approved medical lead, mental health practitioner, or other designated professional as selected by the HPC.
- **Exemptions:** May be granted by HPD in consultation with the HPC at BCS based on professional recommendations but do not guarantee reinstatement or selection. Decisions will factor in recovery prognosis and potential to return at a competitive level.

13.3 Assessment Process and Return to or Removal from Sport Protocol

Unless otherwise pre-approved by BCS or covered by athlete insurance, athletes will be responsible for related medical or rehabilitation costs.

The following outlines the assessment and reintegration process:

1. **Initial Assessment:** Conducted or reviewed by the BCS Medical Lead or BCS designated professional.
2. **Rehabilitation Plan:** Customized recovery program developed in collaboration with IST and medical professionals.
3. **Progress Monitoring:** Regular evaluations and reporting by medical and coaching staff.
4. **Gradual Reintegration:** Phased return with milestones and benchmarks.
5. **Final Evaluation:** HPC, in consultation with the BCS Medical Lead, will determine Competitive Readiness for full return to, or removal from team activities.

13.4 Competitive Readiness Prior to Nomination

If an athlete is deemed not Competitive Ready prior to nomination by the HPC to the SC, the HPC, in consultation with the BCS Medical Lead, will assess the athlete's projected ability to return to peak performance in the current season. These athletes may be required to undergo a proof of fitness and/or Competitive Readiness test under controlled conditions. Selection will not proceed until all conditions are met.

For example: a single push test or team push test scheduled outside of the current season's testing window with a pre-set expected push time may be used. This may include other controlled performance tests such as sprinting or physical testing benchmarks.

Important Considerations

- **Health Professional Recommendations:** If deemed fit to return and the athlete declines, exemptions will not apply.
- **No Guarantee of Position:** Exemptions and assessments do not ensure team selection or reinstatement.

13.5 Confidentiality and Privacy

All medical assessments and documentation will be managed confidentially. Only authorized personnel will access this information for the purposes of health, safety, and team performance.

13.6 Communication Protocol

Athletes must promptly communicate their status to the HPD or designated staff using BCS-approved methods. Timely reporting is essential for support, planning, and athlete well-being.

14.0 On-Ice Evaluation Period (OIEP)

The On-Ice Evaluation Period is a formal phase of the NBP selection process during which athletes are evaluated in on-ice environments. This includes, but is not limited to, pre-season training activities, Evaluation Race Series (ERS) events, Canadian Championships, National Team camps, IBSF paid training and/or competitions, and additional BCS-led or BCS-identified sliding opportunities.

Purpose of the OIEP:

- **Confirmation of Selection:** Validates decisions made during the NBP-QP, as well as preliminary selections informed by off-ice testing results, historical performance data, or other recognized tools (NRS, GMP, etc.).
- **Assessment of Competitive Readiness:** Used to determine whether an athlete demonstrates the physical, technical, tactical, and psychological capabilities required to perform at a level consistent with their stage of development and international competitive standards.

Outcomes from the OIEP may be used to support, amend, or revoke selection decisions made at any stage of the selection process. BCS reserves the right to change an athlete's status, or to reassign, remove, or nominate athletes to different circuits, teams, or training groups based on performance and readiness demonstrated during this period.

Evaluation will be conducted by designated members of the NBP High Performance Staff. All decisions will be made in accordance with the criteria outlined in this document, including Sections 5.0 through 7.0.

Note: Participation in the OIEP does not guarantee team selection or continued inclusion in the NBP. All selections are subject to ongoing review and dependent upon the athlete meeting relevant performance standards, behavioral expectations, and eligibility requirements.

14.1 Evaluation Race Series (ERS) – Overview and Format

The Evaluation Race Series is a formal competition administered by BCS as part of the NBP selection process. Performance in the ERS may be considered for nomination to the SBT or DBT, as outlined in Sections 5.0–7.0.

The ERS supplements other selection tools including the NRS, GMP assessments, and Competitive Readiness evaluations. Inclusion in the ERS does not guarantee team selection. All nominations are subject to final review and ratification by the HPC and SC, as per Section 7.0.

BCS may host one or more ERS events per discipline, or none at all, depending on the need for further evaluation, track availability, scheduling constraints, and operational feasibility.

In certain years, BCS may determine that hosting one or more ERS events is not required. In such cases, alternative evaluation methods, such as national camps, training assessments, or IBSF competition results, may be used in place of ERS outcomes, as determined by the High Performance Director in consultation with the High Performance Committee.

Athletes will be notified of ERS participation a minimum of seven (7) days in advance. Notification will include logistical details and any selection or equipment requirements. Participation is contingent upon meeting eligibility criteria outlined in this document.

14.2 Conduct of the ERS

- The ERS will be conducted under current IBSF rules, subject to amendments announced at pre-race meetings. Attendance at all ERS meetings is mandatory.
- NBP technical staff will coordinate and submit pilot/crew pairings to ensure equitable evaluation. This may include reassigning crew between heats to balance competitive conditions. Reassignments are at the discretion of BCS staff and will be based on performance parity principles.
- All ERS participants must be available for the full competitive season unless exempted in writing by the HPD.
- Equipment must conform to IBSF regulations. All non-BCS-owned equipment must be available for the entire season unless otherwise approved in writing.
- Race draws will follow final training and be administered transparently.
- **Tiebreaks:** In the event of a tie, cumulative push times across all ERS heats will be used to determine ranking. The faster cumulative time will prevail.
- **Protests:** Must be submitted verbally within five (5) minutes of race completion and followed by written submission within twenty (20) minutes, accompanied by a \$100 CAD protest fee. If upheld, the fee will be refunded.

14.3 ERS Points Allocation

Points will follow the IBSF World Cup points table. Athletes' ERS scores will consist of:

- Points earned from ERS race placement.

Example Calculations:

- **Athlete A, 1st Place:**
 - ERS Score = 225

- **Athlete B, 2nd Place:**
 - ERS Score = 210
- **Athlete C, 3rd Place:**
 - ERS Score = 200

It's important to clarify that the ERS (Evaluation Race Series) is not the sole determining factor for athlete selection or quota allocation on the SBT or DBT. While placement in the ERS is considered, it is evaluated alongside a range of other tools and metrics, including:

- National Ranking System
- Gold Medal Profile
- Individual Performance Plans
- Long-Term Athlete Development stage
- Off-Ice Evaluation Protocol
- NBP Push Evaluations
- Specific data collected during the ERS (e.g., push times by discipline, percentage back from the leader)

Winning an ERS race does not automatically guarantee a quota spot. It is one part of a broader, holistic evaluation process used to determine athlete readiness, performance consistency, and alignment with program goals.

14.4 Ties

In the event of a tie in total ERS points, the tie will be resolved using cumulative push times across all ERS race heats. The team with the lowest cumulative push time will be ranked higher.

14.6 Additional Circumstances

If an ERS event is canceled, delayed, or interrupted due to weather, budgetary, scheduling, or venue-related issues:

- BCS will attempt to reschedule the event.
- If a venue change is necessary, BCS will not guarantee travel funding for athletes.
- If no viable alternatives exist, results or rankings may be determined based on completed portions of the ERS, with any unresolved matters addressed by the HPD in consultation with the HPC and documented using Section 12.0 procedures.

15.0 Appeals – Internal

Any dispute in relation to these NBP SP&C shall be conducted in accordance with the BCS Appeals Policy, available on the BCS website:

<https://www.bobsleighcanadaskeleton.ca/en/policies/>

Before submitting a formal appeal, athletes are encouraged to request clarification in writing from the HPD within three (3) business days of the decision. This step does not waive the athlete's right to a formal appeal within the standard timeframe.

APPENDIX:

NBP PUSH Threshold TABLE

NBP Push Threshold - Pilots		NBP Push Threshold - Crew	
DISCIPLINE	ICE HOUSE PUSH TIME	DISCIPLINE	ICE HOUSE PUSH TIME
Men:	≤ 5.20 sec	Men:	≤ 5.15 sec
Women:	≤ 5.60 sec	Women:	≤ 5.55 sec
Mono	≤ 5.70 sec		

National Ranking System Points Tables

WC Points		EC & NAC >19 Sleds		NAC <19 Sleds
Rank	Points	Rank	Points	Points
1	225	1	120	90
2	210	2	110	83
3	200	3	100	75
4	192	4	92	69
5	184	5	84	63
6	176	6	76	57
7	168	7	68	51
8	160	8	62	47
9	152	9	56	42

10	144	10	50	38
11	136	11	46	35
12	128	12	42	32
13	120	13	38	29
14	112	14	34	26
15	104	15	30	23
16	96	16	28	21
17	88	17	26	20
18	80	18	24	18
19	74	19	22	17
20	68	20	21	16
21	62	21	21	16
22	56	22	21	16
23	50	23	21	16
24	45	24	21	16
25	40	25	21	16
26	40	26	21	16
27	40	27	21	16
28	40	28	21	16
29	40	29	21	16
30	40	30	21	16
31	40	31	21	16
32	40	32	21	16
33	40	33	21	16
34	40	34	21	16
35	40	35	21	16

Explanation for Points Table Use

Points tables for the NRS have been modified to facilitate a more accurate comparison of points across different circuits. For example, 1st Place in an NAC Field does not typically equate to 13th Place in a WC Field.

The incentive is to create a better reward system so that athletes will be rewarded for their performance, regardless of which race they participate in. All points acquired will provide a more accurate comparison to each other: 90 points in EC will equate to 90 points in WC, and 90 points in NAC.

Minimum threshold points are awarded below the 2nd run threshold for races.

This is to ensure that participation will be rewarded for more challenging races, without the fear of “losing points” by racing up as opposed to staying in a lower-tier event.

Example: Not making a 2nd run in WC would equate to a ~9-10 on NAC or 12-13 in EC. This encourages athletes to race up without fear of not receiving anything for their efforts (DNF, etc.).

Depth of Field Modifiers

2W/M, 4M

Percent Back	Range Start	Multiplier
Leader		1.1
0.0-0.5% "5"	0	1.05
0.51-1.25% "3"	0.51	1
1.26-2% "1"	1.26	0.85
>2% "0"	2.01	0.7

Monobob

Percent Back	Range Start	Multiplier
Leader		1.1
0.0-0.2% "5"	0	1.05
0.21-0.7% "3"	0.21	1
0.71-1.5% "1"	0.71	0.85
>1.5% "0"	1.51	0.7

Depth of Field Modifiers Use

Each race will have different athletes and different levels of competition as well; Winning by 0.01s is very different from winning by 3.00s; the depth of field modifiers allow a better understanding of how challenging the field is and modify the points based on where athletes finish not on in absolute rank but how far back from the leader.

These percentages are based on the GMP for percent back in races.

Leader positions are awarded an additional 10% of the base scoring, highlighting their efforts to win races.

The case for having a modifier to be outside ideal percentages (0.85, 0.7) prevents overinflation of smaller fields: placing 5th out of 6 and being 2% back from the leader should not equal a 5th out of 15 being 0.7% back from the leader. This takes into account the athlete's absolute and relative performance in the field, providing a comprehensive representation of their performance.

Monobob - In the case of monobob, give the equity of the equipment across teams compared to the other events, smaller percent backs are used to account for the more minor differences noted in races (greater competitive depth).