



**EQUESTRIAN SPORTS
NEW ZEALAND**

ESNZ Dressage High Performance Manager

TITLE OF POSITION	ESNZ Dressage High Performance Manager
TERM	Permanent Part Time – Remuneration Funding Dependant to be discussed
REPORTS TO	ESNZ General Manager High Performance (GMHP)
KEY SUPPORT	ESNZ High Performance General Manager ESNZ High Performance Operations
KEY RELATIONSHIPS	HP and National Squad Riders (and their owners) ESNZ Dressage NZ Board ESNZ Dressage Development Committee HP Dressage Selection Panel HP Coaches Equine Health Team (if any) HP Dressage Sponsors

PURPOSE
To lead and support the ESNZ Dressage High Performance programme. To run and manage the end-to-end pathway which identifies, develops and supports Dressage athletes through to World Championship and Olympic success.

ACCOUNTABILITIES	
Leadership	<ul style="list-style-type: none"> ➤ Understanding of international Dressage competitions, rules and environment to best develop team and individual plans to achieve the purpose. ➤ Availability and ability to support HP athletes at international competitions which may include acting as Chef d’Equipe. ➤ Engage with and support selected high performance athletes to assist them with development of, their IPP and achieve target performance and performance against their Individual Performance Plans (IPPs). ➤ Develop and maintain strong working relationships with ESNZ Dressage NZ officials including Selectors, Chef d’Equipe and Equine Health Team (if any). ➤ Liaise with the General Manager HP and any other key service providers to support the achievement of IPPs. ➤ Oversee and co-ordinate coaches and service providers within the Dressage HP programme. ➤ Manage, inform and liaise with selection team to complete squad and team selection process as per the HP Dressage Selection Panel Terms of Reference
Planning	<ul style="list-style-type: none"> ➤ Lead the direction and the development of the performance programme. ➤ Communicate and report progress and outcomes against the plan. ➤ Guide and provide input into the Dressage Performance Pathway. ➤ Input towards Dressage Performance and High Performance selection criteria and selection processes in conjunction with the GMHP. ➤ You will be required to assist in sourcing funding across varying streams to support the programme

Liaison and Communication	<ul style="list-style-type: none"> ➤ Act as the liaison between ESNZ and HP athletes by maintaining regular contact with those athletes, their planning progress and development and communicating ESNZ's (both ESNZ Dressage and ESNZ High Performance) plans. ➤ Communication with the HP Dressage Selection Panel as required ➤ Ongoing dialogue with the Dressage Development Committee to ensure a seamless transition for combinations from the Development to High Performance Squads. ➤ Communicate effectively with ESNZ Dressage staff, volunteers and related committees regarding all requirements and support needed from national office.
Administration	<ul style="list-style-type: none"> ➤ Implement HP Dressage Individual Performance Plan (IPP) reporting process ➤ Complete board reports as required. ➤ Attend ESNZ Dressage Board meetings, riders meeting and the AGM (as required) to contribute and report as necessary. ➤ Attend key events as agreed with the GMHP including but not limited to presentations, meetings, shows, funding discussion, clinics.

REQUIREMENTS	
Attributes	<ul style="list-style-type: none"> ➤ Excellent communicator ➤ Analytical and strategic thinker ➤ Resilient ➤ Respected reputation in the equestrian community
Experience	<ul style="list-style-type: none"> ➤ Understands what is required to be competitive on the world stage including international dressage rules ➤ Experience at managing people and teams ➤ Small business or management skills ➤ System development
Skills	<ul style="list-style-type: none"> ➤ Strong contextual knowledge at HP level ➤ Well developed communication and interpersonal skills ➤ Ability to develop reporting and management systems ➤ Strong management skills ➤ Demonstrate leadership abilities ➤ Management of a team of coaches, support staff and contractors ➤ Budget and financial management/reporting skills ➤ Selection process management ➤ Ability to identify and co-ordinate services to create positive change in an individuals competition performance ➤ Knowledge and understanding of performance pathways

HOW TO APPLY
<ul style="list-style-type: none"> • All applications will be treated with the utmost confidentiality and will not be discussed beyond the HP staff, the selection panel and the ESNZ CEO. • Applications should be made by relevant CV and covering letter • Applications should be sent by email to Warrick Allan, High Performance Operations Manager – warrick@nzquestrian.org.nz • The deadline for the receipt of applications is Friday 28th February 2025