



ENDURANCE HIGH PERFORMANCE MANAGER 2019 - 2020 POSITION DESCRIPTION

TITLE OF POSITION	Endurance High Performance Manager (or Performance Manager)
Term of Position	From appointment until 31 st December 2020
REPORTS TO	ESNZ High Performance Director
KEY SUPPORT	<ul style="list-style-type: none"> ➤ ESNZ HP Director ➤ ESNZ HP Operations Manager ➤ ESNZ Endurance Board
KEY RELATIONSHIPS	<ul style="list-style-type: none"> ➤ ESNZ High Performance Director ➤ ESNZ High Performance Operations Manager ➤ ESNZ Chief Executive ➤ Endurance High Performance Squad Riders ➤ Owners, Endurance HP Squad horses ➤ Chair, Endurance Board ➤ Endurance Sport Manager ➤ ESNZ HP Equine Health Team Co-ordinator

PURPOSE
<p>The Endurance HP Manager is the pivotal post-holder for driving the improved performance of New Zealand Endurance riders at pinnacle events (World Equestrian Games and Endurance World Championships).</p> <p>The successful candidate will command wide respect within the NZ Endurance community and will be able to drive Endurance performance enhancement through a combination of skilled leadership, sound knowledge of high performance principles and an ability to bond elite NZ Endurance riders whether based in NZ or overseas.</p> <p>The HP Manager will provide leadership, motivation, technical expertise and co-ordination within the ESNZ High Performance Programme for Endurance; leading and supporting ESNZ’s ambition for repeatable and sustained international success in Endurance.</p> <p>The HP Manager will lead the planning for success at the 2020 Endurance World Championships and then drive that plan to fruition, supported by the ESNZ High Performance Programme and its personnel.</p> <p>The HP Manager will manage and monitor the development of Endurance HP squad riders/combinations to achieve ESNZ HP outcomes via their Individual Performance Plan (IPP) targets.</p> <p>The HP Manager will work with those involved with the Endurance Performance Programme to ensure there is alignment in both programmes to show a consistent performance pathway.</p> <p>At present this role is voluntary, although ESNZ will cover reasonable and pre-agreed out-of-pocket expenses incurred in fulfilling the role.</p>

DIMENSIONS	
Requirements	<ol style="list-style-type: none"> 1. Achieving HP outcomes and indicators for Endurance, as determined by the Endurance HP Strategy, especially with regard to the 2020 Endurance World Champs, namely: <ul style="list-style-type: none"> o New Zealand competing at the 2020 World Endurance Championships o Riders finishing in the top 25 and/or team completion at the 2020 World Endurance Championships 2. Offering leadership and direction to the ESNZ HP programme for Endurance. 3. Ensuring compliance of all Endurance HP riders with the values and protocols of the ESNZ HP Programme including specific HP strategies for Endurance. 4. Creating a positive, vibrant and encouraging environment in which NZ's elite Endurance riders can improve towards their agreed performance targets. 5. In conjunction with the HP Director, setting and reviewing the Individual Performance Plans of Endurance HP squad riders. 6. Leading the planning of a successful team campaign strategy leading up to the 2022 World Equestrian Games. 7. Contributing to ESNZ Endurance thinking by maintaining regular contact with the Endurance Board, including positive and pro-active correspondence with the same. 8. Communicating with the Endurance HP Selectors in an advisory role
ACCOUNTABILITIES	
<p>General</p> <ul style="list-style-type: none"> • Generates a positive environment allowing Endurance HP squad riders to attain their HP goals; • Shows a working understanding of ESNZ HP principles and acts as an advocate of same; • Acts at all times in the best interests of the ESNZ HP Programme and conducts himself / herself in a manner which reflects positively on ESNZ and Endurance at all times. <p>High Performance Planning</p> <ul style="list-style-type: none"> • Develops with ESNZ HP Personnel: <ul style="list-style-type: none"> ➤ A four year high performance plan and individual performance planning system for Endurance High Performance riders. ➤ A campaign plan to achieve ESNZ high performance targets for Endurance at the 2020 World Endurance Championships. • Attends (when requested) and contributes to HP discussion at the ESNZ Endurance Board <p>Financial</p> <ul style="list-style-type: none"> • Supports ESNZ in the accurate development of budgets to support the high performance and campaign plans presented. • Consults ESNZ regularly to ensure current knowledge of performance against the budget. • Brings to the attention of ESNZ funding opportunities to support the Endurance high performance programme. <p>Leadership</p> <ul style="list-style-type: none"> • Offers Endurance HP a clear vision which is well communicated and well understood by all relevant riders and officials. • Ensures an appropriate communication plan to keep HP riders informed of all relevant HP activity. • Determines and co-ordinates coaching services required to achieve performance targets and individual rider performance plans. • Keeps abreast of HPSNZ initiatives, working with ESNZ to implement initiatives that add value to the ESNZ HP plan for Endurance. • Provides leadership (as determined with ESNZ) to, and at, ESNZ pinnacle events including the WEG and World Endurance Championships. • Determines and co-ordinates coaching services required to achieve performance targets and implement the coaching plan, squad training system and coaches' development plan. 	

Relationship

- Key relationships listed above.
- Maintains regular and detailed contact with all ESNZ Endurance high performance squad riders.
- Develops and maintains a strong working relationship with the ESNZ High Performance staff.
- Develops and maintains strong working relationships with other Endurance officials including Selectors, Chair of Endurance Board, Chefs d'Equipe and other personnel involved in the Endurance HP Programme.

SKILLS / PERSONAL ATTRIBUTES

- Widely respected within the Endurance community
- Well developed communication and inter-personal skills including high level negotiating and diplomacy skills
- Proven planning skills in relationship to the development of strategic high performance plans.
- Proven planning skills in relationship to the achievement of targeted performance outcomes.
- Experience of high level international Endurance competitions would be beneficial.
- Ability to identify and co-ordinate services to create positive change in an individual's competition performance.
- A commitment to ESNZ High Performance and New Zealand's success as an international competitor
- Not to be actively seeking current or future NZ representation at a high performance level

HOW TO APPLY

- Applications should be made by relevant Endurance CV and covering letter detailing an understanding of the requirements of the position listed above.
- Applications should be sent by email to Warrick Allan, ESNZ High Performance Operations Manager – warrick@nzquestrian.org.nz
- The deadline for the receipt of applications is 4.00pm Tuesday 18th June 2019