



NEW ZEALAND

**ENDURANCE HIGH PERFORMANCE
SELECTORS
2019 - 2020
POSITION DESCRIPTION**

TITLE OF POSITION	Endurance High Performance Selectors
REPORTS TO	Endurance HP Manager
ULTIMATELY RESPONSIBLE TO	ESNZ HP Director
KEY SUPPORT	ESNZ HP Director ESNZ HP Operations Manager Endurance High Performance Manager Endurance Board
TERM	To end December 2020
NUMBER OF POSITIONS	Two (ideally one appointed from each of the North & South Islands)

PURPOSE

To effectively select Endurance HP Squads and Endurance HP Teams for international competitions
At present this role is voluntary, although ESNZ will cover reasonable and pre-approved (with the HP Director) out of pocket expenses incurred in fulfilling the role.

ROLE

Requirements	<ol style="list-style-type: none">1. Team, rider and horse selections to identified squads, teams and individual competitions.2. Obtain, monitor and maintain performance records of riders, horses and combinations.3. Knowledge of qualification and eligibility status of riders, horses and combinations to events.4. Feedback and reporting to ESNZ High Performance & Endurance Board
Key Relationships	<ul style="list-style-type: none">• ESNZ Endurance High Performance Squad Riders• ESNZ High Performance Director• ESNZ High Performance Operations Manager• Endurance HP Manager• Endurance Board especially Chair• Endurance Sport Manager

ACCOUNTABILITIES

Selection

- Identify and select riders and rider/horse combinations for identified HP events, teams, squads and scholarships as required by ESNZ HP and/or ESNZ Endurance.
- Propose relevant selection criteria for ratification to the ESNZ HP.
- Obtain, monitor and maintain relevant performance records of riders, horses and combinations for the purpose of supporting selection decisions.
- Ensure communication with Endurance HP Manager, riders, trainers, vets and Chef d'Equipe supports a current knowledge of squad and team riders' performance goals, training and competition programmes, performance and availability for selection.
- Have a working knowledge of qualification requirements for events.
- Have current records supporting the eligibility of riders, horses and combinations for events, squads and scholarships.

General

- Maintain professional standards of communication at all times.
- Ensure all communication with riders, horse owners, team management, ESNZ, ESNZ Endurance and general membership reflects exceptional standards of integrity, confidentiality and trustworthiness.
- Be involved with the ESNZ Endurance High Performance as required to help establish plans and policies for the ESNZ Endurance High Performance programme.

SKILLS / PERSONAL ATTRIBUTES

Professional Skills

- Knowledge and experience of the international Endurance environment and elite Endurance events.
- Ability to assimilate required and relevant information to make professional, informed and non-emotive decisions.
- An unquestionable professional and respectable ambassador for ESNZ Endurance and Equestrian Sports NZ.
- Familiarity with modern communication including email and phone systems including Skype.

Personal Attributes

- Excellent interpersonal and communication skills.
- Trustworthy with unquestionable integrity.
- Discretion, ability and sensitivity to deal with riders' response to selection decisions.
- Demonstrable ability to maintain confidentiality in all areas when dealing with riders, horses, horse owners and any related personal or medical problems.
- Ability to manage conflicts of interest (real or perceived)

HOW TO APPLY

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