



**EQUESTRIAN SPORTS
NEW ZEALAND**

ESNZ Endurance High Performance Manager

TITLE OF POSITION	ESNZ Endurance High Performance Manager
TERM	Part Time Volunteer till 31 st December 2026
REPORTS TO	ESNZ High Performance General Manager
KEY SUPPORT	ESNZ High Performance General Manager ESNZ High Performance Operations Manager Endurance Selectors (HP and National) ESNZ Endurance Development Committee ESNZ Endurance Board
KEY RELATIONSHIPS	HP and National Squad Riders (and their owners) ESNZ Endurance Board ESNZ Endurance Development Committee HP Endurance Selector(s) (HP and National) HP Coaches HP service providers Equine Health Team (if any) HP Endurance Sponsors

PURPOSE
To lead and support the ESNZ Endurance High Performance programme. To implement an end-to-end pathway which identifies, develops and supports Endurance athletes through to pinnacle event success

ACCOUNTABILITIES	
Leadership	<ul style="list-style-type: none"> ➤ Understanding of international Endurance competitions, rules and environment to best develop team and individual plans to achieve the purpose. ➤ Availability and ability to support HP Riders at international competitions which may include acting as Chef d'Equipe. ➤ Engage with and support selected high performance riders 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 Endurance NZ officials including Selectors, Chef d'Equipe and Equine Health Team (if any). ➤ Oversee and co-ordinate coaches and service providers within the Endurance HP programme.
Planning	<ul style="list-style-type: none"> ➤ Lead the direction and the development of the high performance programme. ➤ Communicate and report progress and outcomes against the plan. ➤ Guide and provide input into the Endurance Performance Pathway. ➤ Input towards Endurance Performance and High Performance selection criteria and selection processes in conjunction with the HPGM. ➤ You will be required to source funding across varying streams to assist with the programme

Liaison and Communication	<ul style="list-style-type: none"> ➤ Act as the liaison between ESNZ and HP Squad riders by maintaining regular contact with those riders, their planning progress and development and communicating ESNZ's (both ESNZ Endurance and ESNZ High Performance) plans. ➤ Regular communication with the HP Selector(s) – act as a trusted advisor to the HP Selectors. ➤ Regular communication and reporting to the GM of HP ➤ Communicate effectively with ESNZ HP Staff, Endurance volunteers and related committees regarding all requirements and support needed from national office.
Administration	<ul style="list-style-type: none"> ➤ Implement HP Endurance Individual Performance Plan (IPP) reporting process ➤ Complete board reports as required. ➤ Attend ESNZ Endurance meetings, riders meeting and the AGM (as required) to contribute and report as necessary. ➤ Attend key events as agreed with the GM of HP 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 Endurance 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, CEO and the selection panel • Applications should be made by relevant covering letter and CV • Applications should be sent by email to ESNZ High Performance Operations Manager: warrick@nzquestrian.org.nz • The deadline for the receipt of applications is 5.00pm Wednesday 4th October 2023