



ESNZ EVENTING NATIONAL PERFORMANCE SELECTOR 2019 - 2020 JOB DESCRIPTION

TITLE OF POSITION	ESNZ Eventing National Performance Selector
TERM	From appointment until 31 December 2020
REPORTS TO	ESNZ High Performance Director
KEY SUPPORT	<ul style="list-style-type: none"> ➤ ESNZ HP Operations Manager ➤ ESNZ Eventing Sport Manager ➤ National Selection Panel Members
KEY RELATIONSHIPS	<ul style="list-style-type: none"> ➤ ESNZ Eventing Board ➤ ESNZ Eventing Sport Manager ➤ ESNZ HP Operations Manager ➤ ESNZ performance coaches/leaders ➤ ESNZ High Performance Operations Manager ➤ National Selection Panel & High Performance Selection Panel ➤ NZ Eventing Riders ➤ Horse health teams

PURPOSE OF THE ROLE
<p>Selector of eventing team(s), riders and/or horses for representative teams, squads identified fixtures, competitions, trainings, event-specific squads, scholarships or other such things as required by ESNZ HP and/or ESNZ Eventing. This specifically might include:</p> <p>Performance Selection: Selecting younger riders, combinations and teams for competition as required & performance squads to support ESNZ HP's vision to have more kiwi riders sustainably and repeatedly on the podium and World Equestrian Games and Olympics.</p> <p>National Selection: Selecting Eventing riders, combinations and/or teams for competition as required/directed by ESNZ Eventing (eg Oceania Championships)</p>
STRUCTURE
<p>There will be a panel of up to 3 National Performance Selectors who will reside in NZ. The Performance Coaches and Leaders and horse health team will be trusted advisors to the Performance Selection Panel.</p>

RESPONSIBILITIES

Selection

- Team, rider and horse selection for teams, squads identified fixtures, competitions, trainings, event-specific squads, scholarships or others as required by ESNZ HP and ESNZ Eventing
- Actively monitors and maintains current and useful information and performance results on riders, horses and combinations eligible for selection
- Knowledge of qualification and eligibility status of riders, horses and combinations to events.
- Ability to travel to events/trainings as required
- Maintains regular contact with the other members of the Selection Panel.
- Review feedback and input into the selection criteria, plans and policies as required
- Understands the selection criteria set by ESNZ and is able to select in accordance with such criteria
- Understands and adheres to the ESNZ Selection processes
- Feedback and reporting to, as appropriate, the HP Director and/or ESNZ Eventing
- Agreement to act in accordance with the Selection Panels' Terms of Reference

SKILLS / PERSONAL ATTRIBUTES

Professional Skills

- Significant knowledge and experience of the Eventing scene, especially at an international level.
- Ability to assimilate required and relevant information to make professional, informed and non-emotive decisions
- Develops and maintains strong working relationships with those listed in Key Relationships above
- An unquestionable professional and respectable ambassador for ESNZ Eventing and ESNZ HP.
- Familiarity with modern communication including email and phone systems.
- Have the ability to work within a team environment

Personal Attributes

- Excellent interpersonal and communication skills. - Maintain professional standards of communication at all times, noting that a majority of communication with squad riders will be through the Programme leaders/coaches
- 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 personnel.
- All actual and potential conflicts of interest must be declared, including:
 - Horse ownership
 - Horse trading
 - Coaching relationships
 - Business relationships
 - Family or other personal relationships
- A demonstrable commitment to ESNZ Eventing's performance and New Zealand's ongoing success as an international competitor.