



ESNZ EVENTING NATIONAL PERFORMANCE SELECTOR TERMS OF REFERENCE



NAME	
TITLE OF POSITION	ESNZ Eventing National Performance Selector
TERM	From appointment until 31 December 2026
REPORTS TO	ESNZ High Performance General Manager
KEY SUPPORT	<ul style="list-style-type: none">➤ ESNZ HP Operations Manager➤ ESNZ Eventing High Performance Manager NZ➤ National Selection Panel Members
KEY RELATIONSHIPS	<ul style="list-style-type: none">➤ ESNZ Eventing Board➤ ESNZ High Performance General Manager➤ ESNZ Eventing High Performance Manager NZ➤ ESNZ HP Operations Manager➤ ESNZ Performance coaches➤ 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 of achieving podium success at Olympic Games "Develop, Excel and Inspire".</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 4 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 General Manager 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.

AGREEMENT TO ACCEPT THE ROLE

I accept the role of Performance Eventing Selector and National ESNZ Eventing Selector as described in this position description and as further set out below:

- I agree to:
 - complete this role on a voluntary basis;
 - apply my skills, knowledge and experience to this role of Selector to the very best of my ability at all times.
 - raise any concerns or issues with my fellow Selectors in a constructive manner that allows the selection panel to continually improve their processes.
 - undertake this role in a manner that is aligned with ESNZ Eventing strategy, that is professional and that respects the nature of the role and the riders, horse owners and other stakeholder that my decisions effect.
 - proactively raise any concerns or issues that have the potential to result in a complaint or challenge to selection with the HP General Manager and ESNZ Eventing Sport Manager as soon as I become aware of the issue.
 - Act in accordance with the ESNZ Code of Conduct.
 - not disclose or make use of any confidential information gleaned as part of this role, including information relating to ESNZ's employees/contractors and its members and other individuals except for purpose of this role or as expressly authorised by ESNZ.
- I acknowledge that this role is not an employed position and nothing in the role suggests any type of employment or contracting relationship between myself and ESNZ Eventing or ESNZ.
- I declare the following potential conflicts of interest for me in selecting riders to squads and teams and I undertake to update ESNZ of potential conflicts to ensure it is always current.

Please note all potential conflicts of interest will be considered and we require you to maintain a current register of potential conflicts at all times. If it is considered that there is excessive risk involved with potential conflicts or if conflicts are not being well managed then you will be asked to take action to remove the conflict or after careful consideration you may be asked to resign your position as Selector.

- I acknowledge that I will be reimbursed for any expenses reasonably incurred in relation to my role. I will submit such expenses via an Expense Claim Form to warrick@nzequestrian.org.nz. Any substantive expenses (such as overseas travel) will need to be pre-approved by the HP Director before they are incurred.
- This Terms of Reference will be construed in accordance with and governed by the laws of New Zealand and will be subject to the non-exclusive jurisdiction of the courts of New Zealand.

ESNZ HP General Manager: Jonathan Paget	Selector:
Signed:	Signed:
Date:	Date: