



**EQUESTRIAN SPORTS
NEW ZEALAND**

ESNZ Jumping High Performance Manager

TITLE OF POSITION	ESNZ Jumping High Performance Manager
TERM	1 July 2021 – 31 October 2024
REPORTS TO	ESNZ High Performance General Manager
KEY SUPPORT	ESNZ High Performance General Manager ESNZ High Performance Operations Manager ESNZ Jumping HP Administrator ESNZ Jumping Discipline Manager Jumping Selectors (HP and National) ESNZ Jumping Board Representative for Performance ESNZ Jumping Performance Committee
KEY RELATIONSHIPS	HP and National Squad Riders (and their owners) ESNZ Jumping Board ESNZ Jumping Performance Committee (Part of Committee for HP Jumping) HP Jumping Selector(s) (HP and National) HP Coaches Equine Health Team (if any) HP Jumping Sponsors (Takapoto Equestrian/Plaw Family)

PURPOSE
To lead and support the ESNZ Jumping High Performance programme. To provide an end-to-end pathway which identifies, develops and supports Jumping athletes through to World Championship and Olympic success.

ACCOUNTABILITIES	
Leadership	<ul style="list-style-type: none"> ➢ Understanding of international show jumping competitions, rules and environment to best develop team and individual plans to achieve the above-purpose. ➢ Availability and ability to support HP Riders at international competitions which may include acting as Chef d'Equipe. ➢ Engage and support selected high performance riders to assist them with development of, and performance against their Individual Performance Plans (IPPs). ➢ Develop and maintain strong working relationships with ESNZ Jumping team officials including Selectors, Chef d'Equipe and Equine Health Team (if any). ➢ Liaise with the HP General Manager and any other key service providers to support the achievement of IPPs. ➢ Oversee and co-ordinate coaches and service providers within the jumping programme.
Planning	<ul style="list-style-type: none"> ➢ Contributing to the direction and the development of the performance programme.

	<ul style="list-style-type: none"> ➤ Communicate and report against the plan. ➤ Provide input into the Jumping Performance Pathway. ➤ Input and development of Jumping Performance and High Performance selection criteria and selection processes in conjunction with the HPGM.
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 Jumping and ESNZ High Performance) plans. ➤ Regular communication with the HP Selector(s) – act as a trusted advisor to the HP Selectors. ➤ Ongoing dialogue with the Jumping Performance Committee and Jumping's national squad selectors to ensure a seamless transition for combinations from the Accelerator Development Squad to High Performance Squads. ➤ Communicate effectively with ESNZ Jumping staff all requirements and support needed from national office.
Administration	<ul style="list-style-type: none"> ➤ Implement HP jumping Individual Performance Plan (IPP) reporting process ➤ Complete board reports as required. ➤ Attend ESNZ Jumping meetings, riders meeting and the AGM (as required) to contribute and report as necessary. ➤ Attend key events as agreed with the HPGM 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 ➤ 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, the selection panel and the CEO. • Applications should be made by relevant 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 3.00pm Friday 18th June 2021