



NEW ZEALAND

HIGH PERFORMANCE DRESSAGE SELECTOR POSITION DESCRIPTION

TITLE OF POSITION	High Performance Dressage Selector
TERM	From appointment until 31 December 2024
RESPONSIBLE TO	ESNZ Dressage Board ESNZ High Performance General Manager
KEY SUPPORT	ESNZ High Performance General Manager ESNZ High Performance Operations Manager ESNZ Dressage Sport Manager Dressage Performance Committee Chair

PURPOSE OF THE ROLE

Selectors of high performing dressage riders and/or horses for representative's teams, squads, Competitions, trainings, event-specific squad, scholarships or other such things as required by ESNZ High Performance ("HP").

This will include selection of the High Performances and High Performance Futures squads and the individual(s) to represent NZ at future World Championships and Olympic Games (if any).

STRUCTURE

There will be a panel of three high performance selectors (Dressage Chair of Selectors and two appointed) and managed by the HP General Manager.

This panel will be advised by the Dressage HP Manager/ Chef d'Equipe (if any) and the dressage horse health team (if any).

The HP Selectors will operate in accordance with their panel terms of reference.

RESPONSIBILITIES

- Involvement and contribution to selection criteria, in particular performance criteria
- Team, rider and horse selection for teams, squads, identified fixtures, competitions, trainings, event-specific squads, scholarships or other such things as required by ESNZ HP or ESNZ Dressage.
- 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
- Ability to travel to events/trainings as reasonably required
- Maintains regular contact with the other members of the selection panel

- Review, feedback and input into selection plans, policies and reviews as required
- Understand and select in accordance with the ESNZ Selection Regulations
- Understands and adheres to the ESNZ Selection process
- Feedback and reporting to the ESNZ Dressage Board and ESNZ High Performance General Manager as required

SKILLS / PERSONAL ATTRIBUTES

Professional Skills

- Significant knowledge and experience of the Dressage scene, especially at an international level.
- Ability to assimilate required and relevant information to make professional, informed and non-emotive decisions.
- An unquestionable professional and respectable ambassador for ESNZ Dressage and ESNZ.
- 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.
- 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.
- Committed to declaring all actual and potential conflicts of interest including:
 - Horse ownership
 - Horse trading
 - Coaching relationships
 - Business relationships
 - Family or other personal relationships
- A demonstrable commitment to Dressage's Performance and New Zealand's ongoing success as an international competitor.

HOW TO APPLY

- Applications should be made by relevant covering letter and/or CV
- 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 **4pm on Wednesday 18th August 2021**