

## JUMPING NATIONAL PERFORMANCE SELECTOR TERMS OF REFERENCE

<b>TITLE OF POSITION</b>	Jumping National Performance Selector
<b>REPORTS TO</b>	ESNZ High Performance General Manager
<b>KEY SUPPORT</b>	<ul style="list-style-type: none"> <li>➤ ESNZ High Performance General Manager</li> <li>➤ ESNZ HP Operations Manager</li> <li>➤ ESNZ Jumping HP Manager</li> <li>➤ Selection Panel and Jumping Discipline Manager</li> </ul>
<b>KEY RELATIONSHIPS</b>	<ul style="list-style-type: none"> <li>➤ ESNZ HP General Manager</li> <li>➤ ESNZ HP Operations Manager</li> <li>➤ ESNZ Jumping HP Manager</li> <li>➤ ESNZ Jumping Selection Panel</li> <li>➤ NZ Jumping Riders</li> <li>➤ HP Horse Health Team</li> <li>➤ ESNZ Jumping Board</li> <li>➤ ESNZ Jumping Sport Manager</li> </ul>

<b>NOTE</b>
<ol style="list-style-type: none"> <li>1. There could be a team of up to 4 selectors</li> <li>2. Selector’s appointments will be ratified by the Jumping Board</li> <li>3. One member of the national performance selection panel will also be a HP selector and the liaison between the HP team/selection panel</li> <li>4. The meetings will be chaired by the General Manager HP or HP Operations Manager</li> <li>5. All outward communication to riders will be through the Jumping HP Manager</li> <li>6. Selectors will retire on a revolving rotation to maintain continuity</li> </ol>

<b>PURPOSE OF THE ROLE</b>
<p>To select riders or combinations of horses and riders that will compete at various events enabling the NZ team to meet its performance targets and compete to the best of its ability.</p> <p>To select Performance Squad Riders in line with the selection criteria and the Jumping Performance Pathway.</p> <p>To work with HP Jumping selectors to ensure seamless pathway development between Performance and HP squads and announcements.</p>

<b>STRUCTURE</b>
<p>There will be a panel of three or four national performance selectors and managed by the HP General Manager.</p> <p>This panel will be advised by the Jumping HP Manager and the Jumping horse health team (if any).</p> <p>The National Performance Selectors will operate in accordance with their panel terms of reference.</p> <p>This role is voluntary with a small budget available to support travel to specified events in New Zealand</p>

## 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 High Performance or ESNZ Jumping
- 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
- Understands and selects in accordance with the ESNZ Selection Regulations
- Understands and adheres to the ESNZ Selection process
- Feedback and reporting to the ESNZ High Performance General Manager and ESNZ Jumping Board as required

## SKILLS / PERSONAL ATTRIBUTES

### Professional Skills

- Significant knowledge and experience of the Jumping scene.
- Ability to assimilate required and relevant information to make professional, informed and non-emotive decisions.
- An unquestionable professional and respectable ambassador for ESNZ Jumping 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 Jumping'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](mailto:warrick@nzequestrian.org.nz)
- The deadline for the receipt of applications is **4pm on Friday 11<sup>th</sup> March 2022**