



# HIGH PERFORMANCE

EQUESTRIAN SPORTS  
NEW ZEALAND

## ESNZ HIGH PERFORMANCE SELECTOR PANEL 2025-2028 TERMS OF REFERENCE

<b>TITLE OF POSITION</b>	High Performance ( <i>discipline to be added</i> ) Selector
<b>TERM</b>	From appointment to 31 <sup>st</sup> December 2028
<b>REPORTS TO</b>	ESNZ General Manager High Performance
<b>KEY SUPPORT</b>	<ul style="list-style-type: none"><li>➤ ESNZ General Manager High Performance</li><li>➤ HP (<i>discipline to be added</i>) Manager</li><li>➤ ESNZ HP Operations Manager</li><li>➤ ESNZ HP Operations</li></ul>
<b>KEY RELATIONSHIPS</b>	<ul style="list-style-type: none"><li>➤ ESNZ General Manager High Performance</li><li>➤ ESNZ HP Operations Manager</li><li>➤ HP Discipline Manager</li><li>➤ HP (<i>discipline to be added</i>) Selection Panel</li><li>➤ NZ Athletes</li></ul>

### PURPOSE OF THE ROLE

To select athletes, combinations, and teams for international competition and all High Performance squads (HP, HP Futures, HP Potential, Talent Development, Talent ID) to support Equestrian Sports New Zealand High Performance strategy to support the ESNZ High Performance Strategy of inspiring Kiwis through Championship success.

### STRUCTURE

The selection panel will consist of:

- High Performance Discipline Manager or Head Coach – technical and strategic knowledge required
- Two independent appointed selectors – technical knowledge required
- High Performance (HP) Central Member as Chair – strategic knowledge required

The HP Manager (in conjunction with a technical expert where needed) would recommend athletes for selection (or deselection) to the panel, who would then check, challenge and vote against the selection criteria

Decisions will be made by a majority vote. In the case of a tied vote, the decision will go in favour of the HP Manager's vote. All selections would be chaired, and a selection matrix recorded by HP Central to ensure selections are made against the criteria. Meetings will be held online via a Microsoft Teams or Zoom call.

The meetings will be chaired by the General Manager High Performance or HP Operations Manager and all communication to and from athletes will be through the HP Team, including selection outcomes and performance related matters.

## SELECTION PROCESS

### 1. Talent ID, Talent Development, HP Potential Squads

Whilst there are various performance requirements depending on the squad level, the criteria is predominately values based. The Talent Identification Squad will follow an application process which includes providing applicants with an opportunity to display their talent and show they have the desired attributes through an assessment process.

Talent Development and HP Potential squad members are selected from the current TID squad or will be new squad athletes entering the pathway at these stages, no application is required. The HP Manager (in conjunction with a technical expert where needed) would recommend athletes for selection (or deselection) to the panel, who would then check, challenge and vote against the selection criteria.

### 2. High Performance, High Performance Futures Squads

Selection onto HP and HP Futures will be made against an objective performance criteria plus other factors as per General Regulations.

Combinations that meet the performance criteria will be put forward for selection (or deselection) to the panel by the HP Manager, who would then check, challenge and vote against the selection criteria.

### 3. Teams

Team selections would follow the same process as per point 2, though with a defined criteria that is targeted to the outcomes of the Team competition.

## SKILLS / PERSONAL ATTRIBUTES

### Professional Skills

- Significant knowledge and experience of the respective discipline, especially at an international level and understands the demands of championships
- Sufficiently active in the sport to be able to check and challenge selection recommendations
- Able to align with the ESNZ High Performance Vision
- 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 High Performance
- 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 all outward communication with squad athletes will be through the HP Team, appreciating there will still be a level of interaction with squad athletes.
- Trustworthy with unquestionable integrity.
- Discretion and sensitivity to deal with athletes' response to selection decisions.
- Demonstrable ability to maintain confidentiality in all areas when dealing with athletes, horses, horse owners and personnel.

## AGREEMENT TO ACCEPT THE ROLE

I accept the role of High Performance (*discipline to be added*) Selector as described in this Terms of Reference 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 to the very best of my ability at all times;
  - raise any concerns or issues with the HP Manager 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 High Performance strategy, that is professional and that respects the nature of the role and the athletes, 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 GMHP 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 HP.
- Although this agreement is through to end of 2028, ESNZ HP reserves the right terminate any agreement or make changes to the structure of the panel.
- I declare the following potential conflicts of interest for me in selecting athletes to squads and teams and I undertake to update ESNZ of potential conflicts to ensure it is always current.  
*[Insert any conflicts of interest]*

*Please note all potential conflicts of interest will be considered and we will 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 HP Selector.*

- 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.

<b>Selector Name:</b>	<b>ESNZ GM High Performance:</b> Jonathan Paget
Signed:	Signed:
Date:	Date: