

NATIONAL PERFORMANCE JUMPING SELECTOR TERMS OF REFERENCE 2019

TITLE OF POSITION	National Performance Jumping Selector
REPORTS TO	ESNZ Jumping Sport Manager & Jumping Performance Chair
ULTIMATELY RESPONSIBLE TO	ESNZ Jumping Board
KEY SUPPORT	Performance Committee ESNZ Jumping Staff

NOTE

1. *There will be a team of up to 5 selectors*
2. *Selector's appointments will be ratified by the Jumping Board*
3. *A Chair of Selectors will be appointed, who will be a member of the Performance committee.*
4. *Each selector will be appointed to the selector committee for a term 2 years, with a limit of 2 consecutive terms unless otherwise decided by the Jumping Board.*
5. *Selectors will retire on a revolving rotation to maintain continuity.*

PURPOSE

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.

To select National Squad Riders in line with the selection criteria of the Performance Pathway.

To work with HP Jumping selectors to ensure seamless pathway development between National and HP squads and announcements.

DIMENSIONS

Requirements	<ul style="list-style-type: none"> • Team, rider and horse selection to identified fixtures and identified training, development or squads. • Obtain, monitor and maintain performance records of riders, horses and combinations. • Knowledge of qualification and eligibility status of riders, horses and combinations of events. • Feedback and reporting to ESNZ Jumping Board via Performance Chair and Jumping Sport Manager. • Be one of a minimum of two selectors attending pre-season North Island and South Island training camps.
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Key Relationships	<ul style="list-style-type: none"> • ESNZ Jumping Board • Jumping Performance Chair • Jumping Sport Manager • ESNZ HP Staff • ESNZ Jumping Staff • Chef d'Equipe • Squad Riders/Team Members • Trainers/Coaches
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ACCOUNTABILITIES
<p>Selection</p> <ul style="list-style-type: none"> • Identify and select riders and combinations for events, teams, squads and scholarships as and when required by ESNZ Jumping. • Obtain, monitor and maintain relevant performance records of riders, horses and combinations for the purpose of supporting selection decisions. • Have a working knowledge of qualification requirements for events. • Have current records supporting the eligibility of riders, horses and combinations for events. Squads and scholarships. • Provide input as required to the Jumping Performance Pathway. <p>General</p> <ul style="list-style-type: none"> • Maintain professional standards of communications at all times. • Ensure all communications with riders, horse owners, team management, ESNZ Jumping and general membership reflects exceptional standards of integrity, confidentiality and trustworthiness. • Declare all conflicts of interest, perceived or otherwise. • Comply at all times with ESNZ Social Media and Code of Conduct Policies including refraining from any social media comment on any rider or combination to ensure neutrality is maintained. <p>Reporting</p> <ul style="list-style-type: none"> • Review of Squad members mid-season and end of season. • Maintain conflict of interest register. <p>Role of the Chair of Selectors will include</p> <ul style="list-style-type: none"> • Be a member of the Performance Committee • Lead the Selectors' Committee • Communicate on behalf of the Selectors' Committee to the Jumping Sport Manager and Performance Chair • Report to the Jumping Sport Manager and Performance Chair

SKILLS / PERSONAL ATTRIBUTES
Professional Skills

- Knowledge and experience of the discipline of jumping.
- Ability to assimilate required and relevant information to make professional, informed and non-emotive decisions.
- An unquestionable professional and respectful ambassador for ESNZ Jumping and Equestrian Sports NZ.
- Familiarity with modern communication including email, phone systems, teleconferencing and social media.

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 any related personal or medical problems.
- A willingness to declare and manage conflicts of interest (real or perceived).

AGREEMENT TO ACCEPT THE ROLE

- I accept the role of National Performance Jumping Selector as described in this position description.
- I agree to complete this role on a voluntary basis for ESNZ Jumping.
- I declare 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 Jumping or ESNZ.
- I declare the following potential conflicts of interest for me in selecting riders to squads and teams undertake to update this register of potential conflicts to ensure it is always current.
[Insert any conflicts of interest]

Please note that the ESNZ Jumping Board will consider all potential conflicts of interest and require you to maintain a current register of potential conflicts at all times. If the ESNZ Jumping Board considers at anytime 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 accept that owning a share in a horse eligible for the squads or teams I am selecting could result in me

being asked to stand down from involvement in selection or ultimately from this role.

- I will not undertake any personal coaching or mentoring of any rider eligible for selection to the squads or teams I am selecting. I accept that entering into personal/private coaching and/or mentoring relationships with any rider eligible for selection to the squads or teams I am selecting could result in me being asked to stand down from involvement in the selection or ultimately from this role. I will declare any conflict of interest at any time and withdraw from any discussion where I may be conflicted.
- I agree to apply my skills, knowledge and experience to this role of Selector to the very best of my ability at all times.
- I agree to proactively raise any concerns or issues with my fellow Selectors in a constructive manner that allows the selection panel to continually improve their processes.
- I agree to work proactively to complete this role in a manner that is aligned with ESNZ Jumping strategy and ESNZ’s rules and regulations, that is professional and respects the nature of the role and the riders, horse owners and other stakeholder that my decisions effect.
- I agree to proactively raise any concerns or issues that have the potential to result in a complaint or challenge to selection with the Jumping Sport Manager or Performance Chair immediately that I become aware of the issue. In such a circumstance I agree to follow instruction to manage the issue.
- I agree not to disclose or make use of any confidential information gleaned as part of being a Selector, including information relating to ESNZ’s employees/contractors and its members and other individuals except for purpose of being an Chef d’Equipe or as expressly authorised by ESNZ.

Selector Name:	ESNZ Signatory
Signed:	Signed:
Date:	Date: