

EQUESTRIAN AUSTRALIA – POSITION DESCRIPTION



Position: NATIONAL PARA-DRESSAGE SELECTOR

Department: High Performance

Reports To: High Performance Director

Term: 1 January 2025 – 31 December 2028

Background: Equestrian Australia is the governing body responsible for the administration of Equestrian Sport in Australia from junior levels through to elite competition, including World Championships and the Olympic and Paralympic Games. Our values of teamwork, integrity, inclusion and excellence underpin our actions and behavior's.

The National Para-Dressage Selectors determine the composition of National Teams and the nomination of combinations for International competitions, as well as the composition of National Squads and any other relevant squads or teams.

The High-Performance Director, while not a National Selector, will provide input and work closely with the Selectors, assisted by the High-Performance Committee.

This is a voluntary role however Selectors are allocated some funds by EA and can seek reimbursement if it is for travel approved by the High-Performance Director as per EA Expense Management Policy.

Appointment Procedure: Members of the National Para-Dressage Selectors Panel will be elected for a term of four years. The outgoing Panel will remain in office until such time as the new Panel is formed and ratified by the EA National Board. The EA High Performance team calls for nominations from the general EA membership. Applicants must complete a nomination form and forward it along with their resume and any other supporting documentation to the EA High Performance Team by the required date, that being **5pm AEDT 6th December 2024**. If a Selector steps down during the term, nominations will be called from the membership as per the normal appointment procedure or if a replacement is urgent, an interim appointment can be made by the High-Performance Director until such time as the normal appointment procedure can be undertaken.

The appointment process will be as per EA National High-Performance Positions Appointment & Procedures Policy (2018).¹ Selectors must remain financial EA members.

The Role:

Primary Purpose

- Select horse and athlete combinations for team or individual entry in Paralympic Games, World Championships and other National Team Events, according to FEI determined and agreed selection and nomination criteria.
- Contribute to the development of selection procedures and policy for the sport of Para-Dressage.

Issues and Challenges

- Ensuring a consistent approach to selection.
- Maintain effective communication with athletes, owners and coaches and especially with the Para High-Performance Program staff and the High-Performance Director.

¹ National Positions Appointment & Procedures Policy (2018) is currently under review, the new version will be forwarded to all applicants and interested persons when available.

SEC=OFFICIAL

THE PERSON: Specific Functions and Responsibilities

Qualifications and Experience

The available National Selector positions should be filled with persons meeting the following criteria:

1. Have actively participated in Para-Dressage at an International level either as an athlete, technical official, National Selector, National A or FEI Judge, coach or trainer, or have the ability to assess Para-Dressage performances at the highest National and International level.
2. Demonstrated ability to work on a committee and contribute to the strategic development of policies for success at the highest level of National and International competition.

Other Requirements

- Must be available to travel at times required by the National Selector role, including weekday events and some overseas events if/as required.
- Must be prepared to attend all key events as identified by the High-Performance Program and any other competitions deemed necessary for competent and complete assessment of potential squad and team members.
- Must be available for any selection appeal periods.
- The National Selector should be able to be always contactable by e-mail with an ability to respond on a daily basis to requests by the High-Performance Director.

Skills and Personal Attributes

- Ability to communicate effectively at all levels.
- Ability to work autonomously whilst being part of a team.
- Attention to detail.
- Highly articulate with excellent oral and written communication skills.
- Some computer literacy (word and excel would be expected).
- Accountable for their actions and prepared to convey those decisions to the people affected as required.

Ethical Considerations

- A National Para-Dressage Selector should have qualities of tact, integrity and ability to preserve confidentiality of the information that is conveyed to them both by individual athletes and other EA officials and team management.
- The National Selector must respect athletes, officials, administrators and other key contributors in the sport.
- A National Selector should have an open and approachable personality able to deal efficiently and appropriately with athletes, owners etc. Many of the issues are sensitive and need to be handled tactfully and with the best interest of equestrian sport and EA in mind.
- Selectors are not permitted to comment on any selection related topics to the Press, any social media or to a third party.
- The Chair in liaison with the High-Performance Director will deal with media issues.
- The Chair in liaison with the High-Performance Director will be responsible for representing the Selection Panel at any appeals in relation to non-selection.
- There is no age restriction.

Conflict of Interest

- It is essential that the position of the National Para-Dressage Selector should be above any criticism of perceived conflict or bias.
- National Para-Dressage Selectors must not be athletes or owners of horses with potential for selection, or Instructors of potential national level competitors.
- A declaration to this effect will be required and made at nomination.
- Any member of the Selection Panel must notify the CEO of EA and the High-Performance Director of any potential Conflict of Interest at the commencement of any selection meeting or when a conflict is identified. The High-Performance Director will decide on an appropriate course of action to maintain the integrity of the Selection Panel. If a situation of permanent conflict of interest arises during the term of office, then the National Selector shall step down from the position.
- If the National Selector is an International Judge, they will **not** be able to Judge any CPEDI Competitions where Australian athletes are competing within the qualification period leading into a major Championship.