

Position: Eventing Pathways Coordinator

Department: High Performance

Reports to: High Performance Director (HPD)

Background: Equestrian Australia (EA) is the governing body responsible for the administration of Equestrian Sport in Australia from junior levels through to elite competition, including the Olympic, Paralympic Games and World Championships. Equestrian Australia's 2032 High Performance Strategy and 2028 and beyond Los Angeles Strategy are the key instruments driving the direction for High Performance. Our values of teamwork, integrity, inclusion and excellence underpin our actions and behaviours.

Role Purpose: A member of the Equestrian Australia High Performance (EAHP) department, the Eventing Pathways Coordinator will be responsible for the implementation of the Eventing Pathways program for athletes categorised within the AIS Athlete Categorisation Framework as Emerging, Developing and Podium Potential in alignment with the LA 2028 and Beyond Strategy. This work will include management of the Gen Next and Green Squad, the development and ongoing monitoring and reporting on Individual Athlete Performance Plans, the coordination of holistic service provision as identified in these IAPP's, and working closely with athletes, their personal coaches and home teams to optimise athletes' development and performance. The Eventing Pathways Coordinator will also be required to engage with various stakeholders, including the SSOs and State Eventing Squad coordinators to facilitate effective delivery of the pathways program. The role is responsible for overseeing the delivery of integrated performance support designed to improve an athletes' ability to progress along the performance pathway and ultimately contribute to future podium outcomes.

Key Functions:

Within the HP Program:

Performance Pathway Co-ordinator responsibilities include but are not limited to:

- Liaise with Chair of Selectors regarding Generation Next and Green squad selection (annual and mid-year)
- Lead Generation Next squad and Green selection and de-selection communication to athletes
- Oversee/approve all associated communication and media, including formal selection letters, press releases, web and social platforms relating to Generation Next and Green Squads

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- Undertake detailed quantitative and qualitative performance analysis to design and implement tailored Individual Athlete Performance Plans (IPP) for Generation Next Squad athletes
- Conduct annual domestic face-to-face IPP review and performance planning meeting with each athlete and personal coaching team
- Liaise with the following program support staff as required:
 - Head program veterinarian
 - Mental Performance in Competition (MPC) consultant
 - State Eventing Squad co-ordinators
 - Eventing Gold Squad Manager
 - EAHP SSSM Manager
 - EAHP AW&E Manager
- Develop holistic IPP provision plans linked to budget for HPD approval
- Undertake ongoing performance monitoring – review athlete development progress in line with IPP targets in all areas and competition results, follow up with regular post-competition debrief calls to athletes, maintain detailed records
- Track and monitor athletes' trajectory against the relevant standard for their developmental stage and progression to world class, identifying performance gaps
- Event performance reporting – provide summary reports to Chair of Selectors post major domestic 3DE competitions
- Lead and coordinate domestic event support (e.g., veterinary, SSSM, MPC, technical) at targeted competitions
- Lead and facilitate closer links and alignment of underpinning talent programs (e.g. state eventing squad programs)
- Where appropriate, undertake innovative and special projects to fill critical talent gaps that are identified within the performance pipeline as directed by the HPD
- Regularly review and update Eventing Pathways servicing through athlete, coach and stakeholder feedback, and in accordance with the evolving priorities of the HP program.

Build ethical, trust-based relationships:

- Establish relationships with athlete support networks to facilitate a coordinated, cohesive approach with personal coaching teams and provide them with information to enhance understanding of the EA Eventing Pathways program and resources around supporting a HP athlete in this program
- Deliver services in accordance with the rules, regulations and guidelines of any relevant regulatory body.
- Model uncompromising standards of ethical, empathic and respectful behaviours by developing relationships in which confidentiality is paramount and professional boundaries are strictly observed.

Key Outcomes:

- Implementation of the Equestrian Australia Eventing Pathways program to support the progression of athletes along the pathway
- All Generation Next and Green athletes have a current IPP in place and receive tailored, holistic service provision aligned with their IPP
- Identified athletes have access to holistic HP support at targeted competitions
- The Eventing Pathways program supports athletes to transition effectively from Generation Next Squad to the Green Squad
- Commitment and action from State Squad Coordinators to support service delivery of Generation Next and Green Athletes in accordance with their IPP and the EAHP State funding agreement

Essential Criteria:

- Working with Children Check
- A level of knowledge and understanding of competition requirements for Eventing.
- An awareness of Mental Performance in Competition.
- An ability to work as part of a team and also to exercise initiative when required.
- A high level of organisational skills.
- High-level communication skills, both written and oral.
- Current EA Level 2 Eventing Coach qualification or higher
- Experience guiding and supporting Eventing athletes up to and including 4* or above
- Working knowledge of the Australian High Performance sport system
- The Performance Pathways Co-ordinator must be able to be contacted by telephone, e-mail and e-conference at all times, with an ability to respond appropriately to communication from the High Performance Director, High Performance Staff, Selectors, Athletes and other team members.

Desirable Criteria:

- Qualifications or experience in sport management or sport administration
- Demonstrated ability to establish collaborative working relationships with stakeholders
- Proficient using Word, PowerPoint and Excel
- Strong presentation skills

Experience:

- Demonstrated experience or high level understanding of the development and implementation of Individual Athlete Performance Plans.
- Demonstrated experience or high level understanding of how to guide and support athletes through performance pathways. experience working within a multi-discipline team, ideally

Personal Values and Attributes:

- Demonstrated experience working within a multi-disciplinary team, ideally within a High Performance environment

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- Communicates in an open, honest and respectful manner
- Acts with integrity and humility
- Collaborative, inclusive and open to others' ideas.
- Demonstrates self-awareness and emotional intelligence.
- Demonstrates a positive attitude in the face of difficult situations.
- Demonstrates a growth mindset and takes time to share information to increase the collective knowledge of the high-performance environment.
- Adaptable and comfortable with ambiguity.

Location:

This position is for remote delivery, with provision to be available in person as required. The role will require domestic travel and weekend attendance at identified competitions