

# NATIONAL DEVELOPMENT EVENTING SELECTOR

## *JOB DESCRIPTION*

### OVERVIEW

The National Eventing Selectors determine the composition of National Teams and the nomination of combinations for International competition, as well as the composition the National High Performance Squads.

National Selectors report to the High Performance Panel through the High Performance Director. The Olympic disciplines (sports) have a maximum of 3 selectors each, however in Eventing a solid succession plan is necessary and therefore a special non-voting selector will be appointed to ensure adequate experience is offered for potential future selector candidates. The National Performance Director, while not a National Selector, provides input and works closely with the Panel in the selection of National Squads and teams.

### APPOINTMENT PROCEDURE

- This special Development selector role, sitting alongside the National Eventing Selectors Panel, will be elected for a term of two (2) years – 2019-2020.
- Appointments will continue to take place after each Olympic or World Equestrian Games with the term to commence on 1<sup>st</sup> July 2019.
- The EA High Performance team calls for nominations from the general membership, the Branches and their committees. Applicants must complete a nomination form and forward together with their résumé and other supporting documentation to the EA High Performance Team by the required date.
- The Appointment Panel will be as per EA Committee By-Laws
- The Appointment Panel will assess applicants, determine whether they meet the required criteria and recommend the appointments. The Appointment Panel will advise the High Performance Panel through the High Performance Director, who will in turn notify applicants and announce the appointment.
- If a selector steps down during the term, the National Development Selector **may** be called upon to fulfil the role in an interim appointment if a replacement is urgent, until such time as the normal appointment procedure can be undertaken.

### THE ROLE

#### Primary purpose:

- To observe the process of selecting horse and rider combinations for nomination to Olympic Teams according to AOC-determined and agreed selection and nomination criteria.
- To observe the process of selecting horse and rider combinations for team or individual entry in World Equestrian Games and other Championships.
- To observe the process of selecting horse and rider combinations to all National Squads that meet the objectives of the Eventing High Performance Program and the outlined Criteria.
- To observe the process of selecting horse and rider combinations for team or individual entry in Oceania Championships, Nations Cup and International Eventing Events (CCI-S and CCI-L's) where selection is required.
- Contribute to the development of selection procedures for the sport of Eventing.

## Issues and challenges:

- Observing how the panel ensure a consistent approach to selection.
- Observing how the panel maintain effective communication with riders, owners and coaches and especially with the High Performance Director and High Performance Development Director.

## Key Performance Indicators:

- Gold medal/s at the 2020 Tokyo Olympic Games
- Gold medal/s at 2022 World Equestrian Games

## THE PERSON

### Qualifications and Experience

The available positions must be filled with persons meeting the following criteria:

1. Have actively participated in Eventing at an International level either as a rider, technical official or coach/trainer and have the ability to assess Eventing 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 Development Selector role, including to week day events and also some overseas events as required.
- Must be prepared to attend all key events as identified by the HP Program and any other competitions deemed necessary for competent and complete assessment of potential squad and team members
- The National Development Selector should be able to be contacted by e-mail at all times with an ability to respond on a daily basis to requests by the High Performance Director, High Performance Development Director and/or the Chair of the National Eventing Selectors.

*Note: Selectors are allocated some funds by EA and are able to seek reimbursement if it is travel approved by the High Performance Manager as per relevant EA travel policies.*

### 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)
- Willing to learn how to be accountable for their actions, and prepared to justify decisions in regards to selection.
- Prepared to learn how to make decisions and be prepared to convey those decisions to the people affected as required in regards to selection.

### Ethical Considerations

- A National Eventing Selector should have qualities of tact, integrity and ability to preserve confidentiality of the information that is conveyed to them both by individual riders and other EA officials and team management, therefore this trait would be essential in the role of National Development Selector for Eventing.

- The National Development Selector must respect riders, judges and administrators and other key players in the sport.
- A National Development Selector needs to have an open and approachable personality able to deal efficiently and appropriately with riders, owners, etc. Many of the issues are sensitive and need to be handled tactfully and with the best interest of the sport and EA in mind.
- Selectors need to have the ability to deal appropriately with the media if required, but also be aware of the requirements within the EA media policy.
- The Chair in liaison with the High Performance Director/High Performance Development Director will normally deal with media issues and would 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 National Development Eventing Selector should be above any criticism of perceived or actual conflict of interest or bias.
- The National Development Eventing Selector is not to be riders 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 time of nomination.
- Any member of the Selection Panel (including the National Development Selector) must notify the Chairman 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 the 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 Development Selector shall step down from the position.
- If the National Development Selector is an International Judge, they will **not** be able to judge at any CCI 3\* or 4\* where Australian riders are competing within the qualification period leading into a major Championship.