

## National Endurance Selector Position Description

Term: 1<sup>st</sup> January 2019 – 31<sup>st</sup> December 2022

### Overview

The role of the National Endurance Selectors is to determine the composition of National Teams, the nomination of horse and rider combinations for International competition, the composition of National Squads and any other relevant squads or teams.

National Selectors report to the EA National Board through the High Performance Director.

The Non-Olympic disciplines (sports) have a maximum of 3 selectors each. The High Performance Director, while not a National Selector, will provide input and work closely with the Panel in the selection of National Squads and teams.

### Appointment Procedure

- National Selectors will be appointed as per the National High Performance Positions Appointment & Procedures Policy
- Members of the National Endurance Selectors Panel will be elected for a term of four (4) years.
- Appointments take place after each World Equestrian Games with the term to commence on 1<sup>st</sup> January 2019, or as otherwise indicated.
- 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 National Office will call for nominations from the general membership, the State Branches and their committees.
- Applicants must complete a nomination form and forward together with their résumé and other supporting documentation to the EA National Office by the required date.
- The Appointment Panel will assess applicants, determine whether they meet the required criteria and recommend the appointments. The Panel will also recommend the Chairman based on the skills required to fulfil the role.
- The Appointment Panel will advise the EA National Board, through the High Performance Director, who will in turn notify applicants and announce the appointments once ratified by the EA National Board.
- If a selector steps down during their term, nominations will be called from the membership as per the standard appointment procedure. If a replacement is urgent, the EA National Board can make an interim appointment until such time as the normal appointment procedure can be undertaken.

### 1. The Role

#### **Primary purpose:**

The primary purpose of the National Endurance Selectors is to elect horse and rider combinations for team or individual entry to the World Equestrian Games and other Championships, according to FEI-determined and agreed selection and nomination criteria. National selectors are also required to contribute to the development of selection procedures and policy for the sport of Endurance.

#### **Issues and challenges:**

Key issues and challenges that may be faced by selectors include, but are not limited to, ensuring a consistent approach to all selection matters is upheld and maintaining effective communication with riders, owners and coaches, with particular consideration to the EA High Performance Director.

## **2. The Person**

### **Qualifications and Experience**

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

1. Have actively participated in Endurance at an International level either as a rider, technical official or coach/trainer, and have the ability to assess Endurance 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 International competition.

### **Other Requirements**

- Must be available to travel as required, including to weekday events and some overseas events if necessary
- 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 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, other High Performance staff members, and the Chair of the National Endurance Selectors.

### **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. (This will be a particular requirement of the Chair of Selectors.)
- Some computer literacy (Word and Excel would be expected)
- Willing to be accountable for their actions, and prepared to justify decisions
- Prepared to make decisions and to convey those decisions to the people affected as required.

### **Ethical Considerations**

- Selectors should have qualities of tact, integrity and the ability to preserve confidentiality of the information that is conveyed to them, both by individual riders and other EA officials and team management
- Selectors must respect riders, officials, administrators and other key contributors to the sport.
- Selectors should 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 should have the ability to deal appropriately with the media if required, and be aware of the requirements within the EA Social Media Policy
- Selectors must understand that the Chair, in liaison with the High Performance Director, will deal with all media issues and be responsible for representing the Selection panel at any appeals in relation to non-selection
- The Chair must be accessible and communicate effectively with riders. In the majority of cases it is the Chair who will be responsible for communicating selection issues with the riders.

### **Conflict of Interest**

- It is essential that the position of National Endurance Selector should be above any criticism of perceived or actual conflict of interest or bias.
- National Endurance Selectors should 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 the time of nomination.
- Any member of the Selection Panel 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 the Selector shall be required to step down from the position.