

## JOB DESCRIPTION

**Job Title:** Para Equestrian Performance Manager

**Department:** High Performance

**Reports To:** High Performance Director

**Location:** Home based (Part Time)

### Nature and Scope

Reporting to the High Performance Director (HPD) the Para Equestrian Performance Manager is a key appointment in the Paralympic Discipline. The Para Equestrian Performance Manager is responsible for the operational delivery of the Para-Equestrian High Performance Program. The role is a part time combined technical, leadership and management role.

The Para Equestrian Performance Manager will be responsible for managing the Para Equestrian High Performance program, including managing and maintaining key stakeholder relationships.

The Para Equestrian Performance Manager will lead, advise and direct the program for all identified camps, clinics, events and championships, as well as the daily training environment.

### Functions and Responsibilities

The position of Para-Equestrian Performance Manager is separated into three major areas.

#### a.) High Performance Duties

- Lead and implement the Para-Equestrian National High Performance Program to achieve its performance objectives. This includes:
  - Ensure all identified athletes and their coaches have Individual Performance Plans (IPP's).
  - Maintain regular communication with riders to ensure constant monitoring and development of these programs.
  - Ensure training, competition and performance records of riders and horses are maintained as part of a performance analysis system.
  - Apply a holistic approach to rider and horse development including the incorporation of modern and innovative sport development techniques. This includes sport science, veterinary, horse management and medical and other athlete support services.
  - Co-ordinate coaching, veterinary and other support requirements at events targeted in the Para-Equestrian High Performance Plan
  - Monitor all coaching within the program and ensure the quality and level of coaching meets the requirement of the program including the major competition campaigns

### b.) National Team Duties

- Working with the High Performance Director, the Performance Manager Consultant will be responsible for the planning and delivery of all major campaigns such as Paralympic Games, WEG, and other team competitions as outlined in the High Performance Program for the Para-Equestrian Team
- Contribute to the formulation of, and participate in, National team preparation activities including training camps and overseas campaigns.
- Work with Team Members and personal coaches to develop a workable achievable individual performance plan to ensure maximum performance.

### c.) Administrative and Reporting

- Prepare and submit reports on the following activities:
  - Identified athletes Individual Performance Plans
  - Paralympics, World Games and other Team Competitions that are part of the HP Plan
  - Overseas events attended by the Performance Manager at which Australian riders compete
  - Training clinics and camps
  - Technical, coaching and performance appraisals
- Co-ordinate the collection of data from riders and horses at all clinics and events
- Provide reports to the High Performance Director, and the EA National Board as requested

## Position Requirements

### a.) Technical skills and knowledge

- Have an excellent understanding of the requirements of high performance sport.
- Demonstrate the knowledge and ability to establish and implement a holistic and comprehensive plan to develop riders and horses to achieve the performance objectives as agreed by the ASC, APC and EA at Paralympic and World Equestrian Games for Para-Equestrian.
- Display the technical knowledge and ability to prepare Para-Equestrian athletes to international performance outcomes.
- An understanding of high performance Para-Equestrian Sport is highly desirable
- Experience of working in the area of High Performance Sports Programs is highly desirable

### b.) Personal attributes

- Display strong interpersonal and communication skills
- Possess the personal skills and ability to gain the respect and compliance of riders, coaches and officials.
- Be able to drive both the on and off horse culture within the athletes
- Display an impartial approach and independent allegiance towards riders in the National High Performance Program
- Leadership skills with technical expertise present and an ability to work with other team personnel in high pressure situations

Applications to be sent to [stefanie.maraun@equestrian.org.au](mailto:stefanie.maraun@equestrian.org.au) by the nominated closing date of Monday 11<sup>th</sup> September 2017 at 5pm