

Date: 13 August 2025

Equestrian Australia

Board Search Statement - Athlete Director Position

Background/Introduction

Equestrian Australia (EA) is the national sporting organisation (NSO) with the purpose of promoting, developing, and governing equestrian sport across Australia. Our vision is to inspire excellence in equestrian sport through inclusive participation, world-class performance, and responsible horse care.

Equestrian Australia has the following strategic priorities under our Nationally Aligned Strategic Plan (2022-2032):

- Safety and Horse Welfare - Maintaining the highest standards of horse welfare and participant safety as fundamental pillars of our sport, supported by comprehensive safety systems and programs
- Sustainable Growth - Sustainably growing our sport and servicing our community through engagement, collaboration, and alignment across all levels of participation
- Strong Governance Foundations - Championing good governance, transparency, and ethical practices while strengthening organisational performance and member services
- Financial Sustainability - Building a financially sustainable organisation through diversified revenue streams and effective resource management aligned with our strategic objectives

The Board of Directors

Equestrian Australia is led by a skills-based Board of elected and appointed Directors. The Board's role encompasses the governance of the organisation and provides strategic leadership by way of:

- Vision, direction, and guidance for growth across all equestrian disciplines
- Financial sustainability and commercial development
- Encouraging coordination, cooperation, and collaboration across state bodies, clubs, and equestrian stakeholders
- Promoting EA's goals and strategic plan so that the equestrian community can understand the plan, believe it, and live it
- Ensuring the highest standards of horse welfare and participant safety
- Advancing equestrian sport's reputation and profile nationally and internationally

Equestrian Australia strives to support and promote excellence in Board service through the recruitment of qualified, experienced directors from diverse backgrounds.

We want members of the Equestrian Australia Board to be advocates for equestrian sport across all key strategic imperatives. We want people who can question and challenge constructively, who bring diverse views, who can influence others, and find solutions. Equestrian Australia is committed to having a diverse and inclusive culture on our Board, in our organisation, and in our sport.

Director positions are voluntary. Board meetings are held on a bi-monthly basis in a combination of video conference and face-to-face meetings (including the AGM, annual Strategic Planning Forums, and discipline-specific forums).

The Process

The Board Search Statement is to advise Equestrian Australia members and the broader equestrian community of the upcoming Athlete Director vacancy.

There is one (1) Athlete Director position which is currently vacant and requires immediate filling for a full 3-year term until the conclusion of the 2028 AGM.

The current Athlete Director position is vacant and requires immediate appointment to fill the casual vacancy.

In accordance with the Equestrian Australia Constitution, the EA Board consists of not less than four (4) and not more than nine (9) Directors comprising four (4) Elected Directors, up to four (4) Appointed Directors, and one (1) Athlete Director.

This vacancy will be filled by Board appointment under Rule 24 of the EA Constitution, subject to assessment by the Nominations Committee. The appointed Athlete Director will serve a full 3-year term until the conclusion of the 2028 AGM.

Eligibility

To be eligible for appointment as Athlete Director, a nominee must:

- Be a current Participating Member of Equestrian Australia
- Be an Athlete as defined in the EA General Regulations
- Meet the independence requirements under Rule 22.1(b) of the EA Constitution (not be a Branch director, employee, or Delegate; not be an EA employee; not be a member of a National Sport/Discipline Committee; not hold any other material office with EA; not have a material conflict of interest)
- Meet the qualifications and key selection criteria contained in the Athlete Director Position Description
- Agree to be bound by the EA Constitution and all EA Policies
- Be found suitable by the EA Nominations Committee
- Satisfy any additional requirements specified in the EA General Regulations relating to Athlete Directors

Athlete Director - Specific Requirements

The Athlete Director position is specifically designed to ensure athlete voice and representation at the highest level of EA governance. The successful candidate should demonstrate:

Essential Criteria:

- Be an Athlete as defined in the EA General Regulations
- Meet all independence requirements under the EA Constitution
- Be of high integrity and moral reputation
- Be available to attend Board and committee meetings and willing to devote required time to EA activities
- Strong communication skills and ability to represent athlete perspectives
- Commitment to advancing athlete welfare, safety and interests

Desirable Criteria:

- Experience in athlete representation roles (e.g., Athlete Commission, team captain)
- Understanding of anti-doping requirements and athlete integrity obligations
- Knowledge of sport governance and policy development
- Experience across multiple equestrian disciplines (Dressage, Jumping, Eventing, Para-Equestrian, etc.)
- Leadership experience within the equestrian community
- Governance qualifications such as AICD, Governance Institute or ASC Sports Governance Standards

Skill Set Being Sought

The specific skills sought for the Athlete Director position have been determined based on Equestrian Australia's current strategic priorities and the need for authentic athlete representation.

The Nominations Committee is keen to see candidates come forward who bring skills and experience in:

- Athlete Development and Wellbeing - Deep understanding of athlete pathways, support needs and welfare considerations
- High Performance Sport - Experience in elite competition environments and performance systems
- Sport Integrity - Knowledge of anti-doping, safeguarding and ethical sport practices
- People & Culture - Understanding of inclusive sport practices and athlete-centered approaches
- Multi-Discipline Perspective - Appreciation of the diverse needs across equestrian disciplines
- Communications - Ability to effectively represent and advocate for athlete interests

Call for Nominations

Equestrian Australia calls for nominations for the appointed Athlete Director will serve a full 3-year term until the conclusion of the 2028 AGM and will be eligible for re-appointment for one additional consecutive term thereafter, in accordance with the EA Constitution.

If you are interested, please respond through the call for nominations process and complete the required nomination forms and supply additional information including:

- Cover letter outlining your suitability for the role
- CV/resume highlighting relevant experience
- Competition history and achievements
- Consent to Act as a Director form
- Consent to Integrity Check form
- Two referee contacts (preferably including one from the equestrian community)

Nominations close: September 3, 2025, at 5:00 PM AEDT and must be submitted to:

Company Secretary

Email: nominations@equestrian.org.au

Phone: +61 2 8762 7719

Consideration and Review of Nominations

The Company's Nominations Committee (NomsCmt) is responsible for the assessment of all applications and the determination of those persons considered suitable for appointment.

The NomCo consists of:

- One (1) Independent Chair (fully independent of equestrian sport)
- One (1) Board Member (Director)
- One (1) nominee of the Branches
- One (1) nominee of the Discipline Committees

The NomsCmt will assess candidates and provide advice to the Board regarding the suitability of nominations for the Athlete Director position. The Board will make the final appointment decision based on the NomsCmt's assessment.

Applicants will be notified regarding whether their application for nomination has been deemed suitable.

For all enquiries, please contact:

Company Secretary

Email: nominations@equestrian.org.au

Phone: +61 2 8762 7719

Equestrian Australia is committed to ensuring our Board reflects the diversity of our equestrian community and encourages applications from athletes of all backgrounds, disciplines, and experience levels who meet the eligibility criteria.