

NATIONAL ENDURANCE SELECTOR POSITION

DESCRIPTION

TERM: 2023 – 2026

OVERVIEW

The National Endurance Selectors determine the composition of National Teams and the nomination of combinations for International competition, as well as the composition of National Squads and any other relevant squads or teams.

National Selectors report to 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

- Members of the National Endurance Selectors Panel will be elected for a term of three (3) years, that being **1 August 2023 to 31 December 2026**.
- 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 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, that being **7th July 2023**.
- The appointment process will be as per EA National High Performance Position Appointment & Procedures Policy guidelines.
- If a selector steps down during the term, nominations will be called from the membership as per the normal appointment procedure or if a replacement is urgent, an interim appointment can be made by the High-Performance Director until such time as the normal appointment procedure can be undertaken.

THE ROLE

Primary purpose:

- Select horse and rider combinations for team or individual entry in World Championships and other Team Events, according to FEI determined and agreed selection and nomination criteria.
- Contribute to the development of selection procedures and policy for the sport of Endurance.

Issues and challenges:

- Ensuring a consistent approach to selection.
- Maintain effective communication with riders, owners, and coaches and especially with the High-Performance Director.

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 National and International competition.

Other Requirements

- Must be available to travel at times required by the National Selector role, including to weekday events and also some overseas events as required.
- 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.
- The National 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, other High Performance staff members, and the Chair of the National Endurance Selectors.

Note: Selectors are allocated some funds by EA and are able to seek reimbursement if it is travel approved by the High-Performance Director 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.
- Prepared to learn how to make decisions and be prepared to convey those decisions to the people affected as required.

Ethical Considerations

- A National Endurance 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.
- The National Selector must respect riders, officials, administrators and other key contributors in the sport.
- A National Selector 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, but also be aware of the requirements within the EA Social Media policy.

- The Chair in liaison with the High-Performance Director will deal with media issues and 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 Endurance Selector should be above any criticism of perceived or actual conflict of interest or bias.
- National Endurance Selectors should not 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 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 Selector shall step down from the position.