



EQUESTRIAN
AUSTRALIA

National High Performance Positions Appointment & Procedures Policy

Effective January 2018

This policy is also accessible on the Equestrian Australia (EA) website: www.equestrian.org.au

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1. Technical Sports/National Team Positions

Equestrian Australia (EA) Technical Sports/National Team positions will be filled following an appropriate recruitment and selection process overseen by the High Performance Director. A position description outlining the key responsibilities and required skills/experience will be made available. Unless otherwise stated, all positions will be on a voluntary basis.

1.1. Olympic Discipline Selectors

- a) The Olympic Disciplines will have a maximum of three (3) selectors each.
- b) EA will advertise for Expressions of Interest for the appointments.
- c) The EA Board will appoint Olympic Discipline selectors after consulting with the High Performance Director and the relevant National Discipline Committee (NDC).

1.2. Non-Olympic Discipline Selectors

- a) The Non-Olympic Disciplines will have a maximum of three (3) selectors each.
- b) The Appointment Panel will consist of the Chair of the respective NDC, one other member of the NDC, a rider appointed by the NDC, an EA Board member and the High Performance Director.
- c) Members of the Appointment Panel must not have a conflict of interest in the respective appointment process. Where the Chair has a conflict, the NDC will appoint an alternate member of the NDC.
- d) The election or appointment processes for Technical Sport/National Team positions should ideally take place between October and December so the appointees are able to begin their term in January.
- e) The EA Board will appoint Non-Olympic Discipline selectors following the review of the recommendation from the Appointment Panel.

2. Team Management Positions

The Team Leader/Chef d'Mission responsibilities will be assumed by the High Performance Director unless the EA Board determines otherwise

The Chef d'Equipe and Team Veterinarian/s will be filled following an appropriate recruitment and selection process overseen by the High Performance Director. A position description outlining the key responsibilities and required skills/experience will be made available.

Positions will be advertised through the relevant NDC and the EA website to provide transparency to the process and maximise the opportunity for people to consider applying.

2.1. Olympic Disciplines

For Olympic Disciplines, the High Performance Director will consult with the relevant NDC and other key stakeholders, as deemed relevant, during the selection process.

2.2. Non-Olympic Disciplines

- a) For Non-Olympic Disciplines, an Appointment Panel will be formed and comprise:
- b) The NDC Chair (who will Chair the Appointment Panel);
- c) One other NDC member;

- d) One rider with International Competition experience;
- e) One EA Board Member; and
- f) The High Performance Director.

For all Team Management positions, a recommendation regarding the preferred candidate(s) will be presented to the High Performance Panel. Pending their approval of the recommendation, the final candidate will be presented to the EA Board for ratification.

At the discretion of the EA Board and subject to performance, appointments will be for a four-year term, to include a World Equestrian Games and an Olympic Games.

3. National Judicial Procedures Officer

The EA Board may appoint a National Judicial Procedures Officer (NJPO) who preferably should possess a minimum of seven year' experience as a legal practitioner.

The NJPO will undertake those duties delegated to it by the EA Board, which may include:

- the establishment of an appeal structure; and/or
- the management of disciplinary matters and procedures referred to the NJPO.

In the absence of the NJPO, the CEO manages disciplinary procedures.