



Carriage Driving National Selector



National Carriage Driving Selectors determine the composition of National Teams and the nomination of Individuals for International competition, and the in the future, the composition of the National Elite and Development squads. National Selectors report to the EA High Performance Manager and the National Carriage Driving Committee (NCDC).

The National Carriage Driving Selection Panel will consist of three Selectors, one of whom may be the respective National Coach (where appointed). The Chair of the Selection Panel will be appointed on the basis of merit (as outlined in the document) by the Appointments Panel.

The Job

Primary purpose:

- Select horse and driver combinations for team or individual entry in World Equestrian Games and other Championships according to the EA agreed selection criteria.
- Advise the National Carriage Driving Committee on selection issues including the formulation and revision of selection criteria and policies.
- Report as requested to the National Carriage Driving Committee, at least twice a year in time for National meetings and in time for the EA Annual Report.
- Play a role in the development of selection procedures for the sport of Carriage Driving.

Issues and challenges:

- Ensuring a consistent approach.
- Maintaining effective communication with drivers, owners and coaches and especially with the National Committee.

Key Performance Indicators:

- Competition success of the selected Individuals and Teams.
- Policies and procedures regularly reviewed and updated.

The Person

Qualifications and Experience

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

1. Have the ability to assess Carriage Driving performances at the highest National and International level.
2. Administrative Experience
3. Demonstrated or proven 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.
4. Ideally have held a leadership position on EA State/National or other Carriage Driving committees or specific discipline committees in the past five-year period.

Other Requirements

- Where available selectors may be prepared to attend all named selection events as directed by the Chair and any other competitions deemed necessary for competent and complete assessment of potential squad and team members.
- The Selector should be able to be contacted by e-mail for the greater majority of times with an ability to respond on a daily basis to requests by the High Performance Manager and/or the Chair of the National Carriage Driving Selectors.

Skills and Personal Attributes

- Ability to communicate effectively at all levels, including the use of e-mail.
- 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 tough decisions.
- Prepared to make hard, yet **fair**, decisions and prepared to convey those decisions to the people affected.

There is no age restriction.

Ethical Considerations

A National Carriage Driving Selector should have qualities of tact, integrity and ability to preserve confidentiality of the information that is conveyed to them both by individual Drivers and other EA officials and team management.

The Selector must respect drivers, judges and administrators and other key players in the sport.

A Selector needs to have an open and approachable personality able to deal efficiently and appropriately with drivers, 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 need to have the ability to deal appropriately with the media if required.

The Chair in liaison with the High Performance Manager will normally deal with media issues and would be responsible for representing the Selection panel at any appeals in relation to non-selection.

The Chair will also need to be accessible and be able to communicate effectively with Drivers in the National Squad. In the majority of cases it is either the Chair or the High Performance Manager who will be responsible for communicating selection issues with the drivers.

Conflict of Interest

It is essential that the position of National Carriage Driving Selector should be above any criticism of perceived or actual conflict of interest or bias.

National Carriage Driving Selectors are not to be Drivers 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 Chair of any potential Conflict of Interest at the commencement of any selection meeting or when a conflict is identified. The Selection Panel 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 Selector shall step down from the position.

Appointment Procedure

- The election takes place after each World Equestrian Games
- Members of the National Carriage Driving Selectors Panel will be elected for a term of 4 years commencing in January 2015.
- The National Office 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 National Office by the required date.
- The Appointment Panel will consist of, a member of the EA Board, the Chair of the National Carriage Driving Committee, One other member of the National Carriage Driving Committee, One driver with overseas experience and the High Performance Manager.
- The Appointment Panel will assess applicants, determine whether they meet the required criteria and recommend the appointments. The Panel will also recommend the Chair based on the skills required to fulfil the role. The Appointment Panel will advise the National Board through the CEO who will in turn notify applicants and announce the appointments once ratified by the EA National Board.
- If a selector steps down during the term, the National Carriage Driving Committee will, depending on the timing of the vacancy, either call for nominations from the membership of EA or appoint a suitable candidate from the original applications