

NATIONAL EVENTING SELECTOR JOB DESCRIPTION

TERM 2019-2020

OVERVIEW

The National Eventing Selectors determine the composition of National Teams and the nomination of combinations for International competition, as well as the composition the National High-Performance Squads.

National Selectors report to the High-Performance Panel through the High-Performance Director.

The Olympic disciplines (sports) have a maximum of 3 selectors each. The National Performance Director, while not a National Selector, provides input and works closely with the Panel in the selection of National Squads and teams.

APPOINTMENT PROCEDURE

- Members of the National Eventing Selectors Panel will be elected for a term of an Olympic cycle.
- Appointments to regularly take place after each Olympic Games.
- 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.
- The appointment process will be as per EA national position appointment guidelines
- The appointment process will assess applicants, determine whether they meet the required criteria and recommend the appointments. The High-Performance Panel and the relevant EA Discipline Committee through the High Performance Director, who will in turn notify applicants and announce the appointments once endorsed by the EA National Board.
- 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 Panel until such time as the normal appointment procedure can be undertaken.

THE ROLE

Primary purpose:

- Select horse and rider combinations for nomination to Olympic Teams according to AOC-determined and agreed selection and nomination criteria.
- Select horse and rider combinations for team or individual entry in World Equestrian Games and other Championships.
- Select horse and rider combinations to all National Squads that meet the objectives of the Eventing High Performance Program and the outlined Criteria.
- Select horse and rider combinations for team or individual entry in Trans-Tasman, Nations Cup and International Eventing Events (CCI-S and CCI-L) where selection is required.
- Contribute to the development of selection procedures for the sport of Eventing.

Issues and challenges:

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

Key Performance Indicators:

- Medal/s at the 2020 Tokyo Olympic Games
- Medal/s at 2022 World Equestrian Games

THE PERSON

Qualifications and Experience

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

1. Have actively participated in Eventing at an International level either as a rider, technical official or coach/trainer and have the ability to assess Eventing 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 week day events and also some overseas events as required.
- Must be prepared to attend all key events as identified by the HP 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, and/or the Chair of the National Eventing Selectors.

Note: Selectors are allocated a travel subsidy 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 in regards to selection.
- Prepared to learn how to make decisions and be prepared to convey those decisions to the people affected as required in regard to selection.

Ethical Considerations

- A National Eventing 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, judges and administrators and other key players in the sport.
- A National Selector needs to 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 need to have the ability to deal appropriately with the media if required, but also be aware of the requirements within the EA media policy.
- The Chair in liaison with the High-Performance Director will normally deal with media issues and would 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 Eventing Selector should be above any criticism of perceived or actual conflict of interest or bias.
- The National Eventing Selector is not to 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.
- If the National Selector is an International Judge, they will **not** be able to judge at any CCI 3* or 4* where Australian riders are competing within the qualification period leading into a major Championship.