

National Endurance Selector

Term: 1st January 2015 – 31st December 2018

Overview

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

National Selectors report to the EA National Board through the CEO and High Performance Manager. The Non-Olympic disciplines (sports) have a maximum of 3 selectors each.

Appointment Procedure

- Members of the National Endurance Selectors Panel will be elected for a term of 4 years.
- Appointments take place after each World Equestrian Games with the term to commence on 1st January 2015.
- The outgoing Panel will remain in office until such time as the new Panel is formed and ratified by the EA National Board.
- 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 be as per EA Appointment Procedures for National Positions.
- The Appointment Panel will assess applicants, determine whether they meet the required criteria and recommend the appointments. The Panel will also recommend the Chairman 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, 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 EA National Board until such time as the normal appointment procedure can be undertaken.

1. The Role

Primary purpose:

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

Issues and challenges:

- Ensuring a consistent approach.
- Maintaining effective communication with riders, owners and coaches and especially with the National Performance Director and High Performance Manager.

2. The Person

Qualifications and Experience

The available 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 Selectors 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 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 Manager and/or the Chair of the National Endurance Selectors.

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. (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 decisions.
- Prepared 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 Selector must respect riders, officials 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 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.

HIGH PERFORMANCE PROGRAM

- 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 riders in the National Squad. In the majority of cases it is either the Chair who will be responsible for communicating selection issues with the riders.

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 are 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 Manager of any potential Conflict of Interest at the commencement of any selection meeting or when a conflict is identified. The High Performance Manager 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.