



## Selection Process for Australian Interschool Equestrian Riders Team for WA

### Equestrian WA State Interschool Team Selectors Process:

The Equestrian WA State Interschool Selectors determine the composition of Equestrian WA State Interschool Team. The Selectors communicate, as and when required, directly with EWA High Performance and Athlete Development Manager, EWA CEO, and coaches. The EWA State Interschool Team Selection Panel consists of a total of eight selectors (4) appointed selectors in the disciplines of Dressage (1), Jumping (1) Show Horse (1) and Eventing (1) with coaches from the Rising Stars Squad along with the EWA High Performance & Athlete Development Manager and the CEO.

### The Selectors are responsible for:

- Selection of horse and rider combinations to represent the EWA State team for the Australian Interschool Championships.
- Reporting as requested to the HP & Athlete Development Manager, in the Equestrian WA office.
- Playing a role in the Interschool Team procedures for the sport in WA.

### Essential qualifications, skills and knowledge

- Must be a current EA Coach/EA Judge, Chair Person of the Selected Discipline or Nominee
- Have held a position on a State Sport Committee in the past three (3) year period
- Have competed/judged/coached successfully in your field of expertise
- Effective communication and good interpersonal skills
- Ability to communicate effectively at all levels with all riders, coaches and EWA Staff
- Positive and enthusiastic attitude
- Prepared to make hard, yet fair, decisions and prepared to convey those decisions to the people affected
- Willing to be accountable for their actions, and prepared to justify tough decisions
- Need to be available to meet at times required by the Selector role, including meetings, and competitions.
- Must be willing and able to attend named selection events and other competitions deemed necessary for assessment of potential riders for the State Interschool Team.
- The Selector should be able to be contacted by fax/phone/e-mail with an ability to respond promptly to selection requests
- Selectors 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 EWA officials/Staff.



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- The Selectors must respect riders, 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 riders, owners, etc. Many of the issues are sensitive and need to be handled tactfully and with the best interest of the sport and Equestrian WA in mind.

### **Conflict of Interest**

It is essential that the position of EWA State Team Selector should be above any criticism of perceived or actual conflict of interest or bias.

Selectors should declare a conflict of interest in the following cases:

- If they are riders of horses with potential for selection
- If they are owners or part-owners of horses with potential for selection
- If they are a person having a financial interest in a horse with potential for selection
- Are a close relative of a rider or owner of a horse with potential for selection
- Are an employee or employer of a competitor connected with a horse with potential for selection
- Are professional coaches, or instructors of potential team members

A declaration to this effect will be required and made at time of nomination. The Selector with a foreseen conflict will be asked to leave the room for specific decisions surrounding the conflict.

Selectors will be required to sign a code of conduct form for Officials.



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