



Position Title: **Equestrian WA Dressage State Selector**

The Equestrian WA Dressage State Selectors determine the composition of all Equestrian WA Dressage Squads, and the nomination of Individuals for Teams competitions. The Selectors communicate, as and when required, directly with Equestrian WA Board, the Equestrian WA High Performance Manager (HPM), riders, owners, and coaches. The WA Dressage Squad Selection Panel consists of three (3) appointed Selectors and the HPM.

Reports To: **Equestrian WA High Performance Manager and Equestrian WA Board**

Function: **The State Selectors are responsible for:**

- Selection of horse and rider combinations to represent WA for team or individual entry at various State and National Championships or any event where selection is required
- Selection of horse and rider combinations to WA State, Recognition and Youth Squads
- Advise HPM on selection issues including the formulation and revision of selection criteria and policies
- Reporting as requested to the HPM, in the Equestrian WA office
- Playing a role in the development procedures for the sport within WA

The Requirements: **Essential qualifications, skills and knowledge**

- Must be a current C-level judge or above of at least 3 years standing and/or a current NCAS Level 2 Specialist Dressage Coach
- Have a judging ability to assess dressage performances at the highest level. Judging appointments preferable in the past three (3) years to include: at least three (3) National/State Championships, CDNs or CDIs
- Have held a position on a State or National Sport Committee in the past three (3) year period
- Have competed successfully in Dressage
- Demonstrated or proven ability to work on a committee and contribute to the strategic development of policies for success at high levels in State or National competition
- Effective communication and good interpersonal skills
- Intermediate Microsoft Word, Excel, Email/Internet and administrative skills

Personal attributes

- Ability to work under pressure and autonomously while still being a team member
- Ability to communicate effectively at all levels with all stakeholders – riders, coaches and committee members
- Positive and enthusiastic attitude
- Well organised
- Articulate with satisfactory oral and written communication skills.
- 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

Additional Requirements

- Need to be available to meet at times required by the Selector role, including meetings, Squad clinics, competitions, social responsibilities, etc.
- Must be willing and able to attend named selection events and other competitions deemed necessary for assessment of potential squad and team members
- The Selector should be able to be contacted by fax/phone/e-mail with an ability to respond promptly to selection requests

Ethical Considerations

- 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 Equestrian Australia officials and team management.
- The Selector 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.
- Selectors need to have the ability to deal appropriately with the media if required. As a rule, however, the EWA High Performance Manager will deal with media issues

Conflict of Interest

It is essential that the position of Squad 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 a fellow member of any of the squads
- Are professional coaches, or instructors of potential Squad 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. If a situation of conflict of interest arises during the term of office then the Selector shall step down from the position; exceptions may be made at the discretion of the Chair of the Panel.

Appointment Procedure

- Members of the Squad Selection Panel will be appointed for a term of 2 years, and may be re-appointed to the position for a maximum of 3 uninterrupted terms
- Should a Selector be elected for 3 uninterrupted terms, a minimum 12 month reprieve from the position is required before re-nomination may be considered
- The appointment period will occur in 2 year cycles in November/December following the WEG and Summer Olympic Games.
- The outgoing Panel members remain in office until such time as new Panel members are appointed by the Equestrian WA High Performance Panel
- Applicants must apply in writing and forward expressions of interest together with their CV to the High Performance Manager at the Equestrian WA Office for review of a Panel made up of the Equestrian WA Chief Executive Officer, an EWA Board Representative and a person from the respective discipline as selected by the EWA Board
- This panel will assess applicants, determine whether they meet the required criteria, rank the applicants and make the final appointments.
- Once appointed, the Selection Panel will elect a chairman from amongst themselves

Casual Vacancies

- If a Selector steps down during the term, the Chairman of Selectors will appoint the next ranked applicant from recent advertising, This would depend on the timing of the vacancy occurring. If there are no other ranked applicants available the position will be advertised for the remainder of the term. In the event of a Selector standing down after their first year the position will be advertised and selection will be made from applications as a result of this advertising