ROLE DESCRIPTION

1. TITLE

Para Dressage Selector

2. OVERALL PURPOSE OF THE ROLE

As one of a team of three selectors jointly appointed by British Dressage (BD) and British Equestrian (BEF), this person is part of an independent panel responsible for the selection of athlete and horse combinations across the five grades for international competition.

The appointed individual will work closely with the Chief Selector (currently also the BD Para Director) and one other Selector to select individual athlete / horse combinations or teams of athlete and horse combinations to represent Great Britain at FEI competitions and the Paralympic Games, in line with the Para Dressage Selection Policies for championships and CPEDI competition.

The selection panel work collaboratively and in partnership with the British Equestrian World Class Programme (WCP) management team, including the WCP Performance Director and WCP Performance Manager for Para Dressage.

3. MAIN RESPONSIBILITIES

- As part of the panel of selectors, work closely with the relevant BD / WCP teams on the formulation and application of CPEDI and FEI Championship Selection Policies, requiring a thorough understanding and in-depth knowledge of international Para Dressage, WCP strategy and performance requirements at elite level.
- Regularly communicate and collaborate with the WCP Performance Manager for Para Dressage to make informed decisions when selecting combinations to represent Great Britain at major international competitions and/or to prepare combinations for future championships.
- Attend national dressage competitions as required, in accordance with a schedule agreed annually with the BD CEO, WCP Performance Director and WCP Para Dressage Performance Manager.
- Monitor national and international Para Dressage results and performances, to include the relevance of officiating judges.
- Attend all selection meetings, as and when required, within any timeframes necessary to comply with competition and championship requirements.
- Attend and fully engage with selector training and development opportunities.
- Undertake administrative tasks connected to the role of Selector in an accurate and timely manner, including being responsive to email and phone requests.
- Act as an ambassador for British Dressage and British Equestrian, conveying an image that is consistent with their values, and demonstrating the personal characteristics, qualities and behaviours that emphasise a pursuit of excellence through a team approach.
- Adhere to the BD/BEF Selectors' Code of Conduct, displaying the highest standards of integrity and respecting complete confidentiality throughout the selection process.
- Maintain an awareness and understanding of clean sport regulations and principles, as well as equine and human national / international anti-doping and medication control rules.
- Champion the values of inclusivity, integrity, respect, welfare and teamwork, to encourage and promote an effective team ethos, acting as a positive ambassador for the sport.

4. REQUIREMENTS FOR THE ROLE

Knowledge / Experience:

- Significant equestrian knowledge, with a comprehensive understanding of Para Dressage and high-performance sport internationally, including the FEI classification process.
- An understanding of performance delivery at elite level, including an appreciation of working with a multi-disciplinary support team.
- An understanding of the strategic aims and objectives of the World Class Programme and UK Sport funding requirements.
- Ability and capacity to engage with insight and data analysis collated by WCP and BD teams, while also maintaining own knowledge of current trends, performances and results.
- Excellent knowledge of BD and FEI Rules, including Para competition structures and championship formats, as well as all relevant equine welfare guidelines and regulations.
- Computer literate, with the ability to work from home and access to PC, internet and email.
- Driving licence and access to own car. Occasional international travel may be required, although a subscription to follow overseas events via live streaming will be provided.

Preference will be given to those candidates who have experience of riding, coaching or judging for Para Equestrian competition at international level, or extensive discipline-specific performance expertise, although this is considered desirable rather than essential.

All officials are required to have a disclosure and barring service check and attend a Safeguarding course once appointed. These will need to be updated every three years.

Conflicts of Interest:

Individuals must declare any interests that may create an actual, potential, or perceived conflict of interest with the role as a Selector, which will be taken into consideration for all candidates. These may include, but are not limited to, being an active FEI international Para Dressage judge, involved in coaching any rider in contention for selection, owning a horse in contention for selection, receiving coaching or training, advising on the buying and selling of horses, or any other personal or professional interest that may reasonably be considered as a conflict in the selection process.

Personal Skills / Characteristics

- High degree of personal and professional integrity, generating trust and respect, including maintaining confidentiality around selection discussions, athlete and horse information.
- Friendly and approachable, with the ability to build strong professional relationships.
- Confident and articulate, with excellent interpersonal and communication skills.
- Inclusive and collaborative approach, consulting with all key stakeholders as required.
- Supportive team player, but equally adept at working independently where necessary.
- Positive, proactive, enthusiastic, and highly motivated self-starter.
- Ability to multi-task, work to set deadlines and remain calm under pressure.
- Politically astute, with strong negotiating and influencing skills, as well as the ability to demonstrate sensitivity, tact, and diplomacy, as required.

5. KEY RELATIONSHIPS

Selectors are accountable to the BD Board in respect of the CPEDI Selection Policies.

Selectors are accountable to both the BD and BEF Boards in respect of all FEI competitions, including the Para Dressage European and World Championships and the Paralympic Games.

6. TERM & REMUNERATION

The initial term for the appointment will be for four years. Selectors are paid an annual honorarium of £1,500, plus reasonable expenses in line with the British Dressage Expenses Policy. The honorarium will be paid in two instalments annually in January and June each year during the period of engagement.