

ROLE DESCRIPTION

1. TITLE

Para Dressage Selector

2. OVERALL PURPOSE OF THE ROLE

As a member of the team of three Para selectors representing British Dressage (BD), working closely with the British Equestrian World Class Programme (WCP), this role is part of a panel responsible for the selection of athlete / horse combinations across the five grades for international competition.

The appointed individual will work with the Chief Selector and one other Selector to select individual athlete / horse combinations or teams of athlete / horse combinations to represent Great Britain at FEI competitions and the Paralympic Games, in line with the Para Dressage Selection Policies.

Selectors report directly to the BD Chief Executive Officer, with additional oversight from the BD Para Director, as well as the WCP Performance Director and Performance Manager for Para Dressage.

3. MAIN RESPONSIBILITIES

- As part of the panel of Selectors, collaborate with the CEO, Para Director, Performance Director and Para Dressage Performance Manager on the formulation and application of CPEDI and FEI Championship Selection Policies, requiring a thorough understanding and in-depth knowledge of Para Dressage.
- Monitor national and international Para Dressage results and performances, to include the relevance of officiating judges.
- Collaborate with the BEF World Class Programme team in selecting combinations to best represent Great Britain at international Para Dressage competitions and/or to best prepare combinations for future championships, in line with relevant selection policies.
- Attend national dressage competitions as required, in accordance with a schedule agreed annually with the BD CEO, Performance Director and Para Dressage Performance Manager. Occasional international travel may be required, although subscription to follow overseas events via live streaming will be provided.
- Attend all selection meetings, as and when required, within any timeframes necessary to comply with competition and championship requirements.
- 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 the rights and dignity of all involved in 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 BD values of inclusivity, integrity, respect, welfare, and teamwork, to encourage and promote an effective team culture, as well as act as a positive role model.

4. REQUIREMENTS FOR THE ROLE

Knowledge / Experience:

- Significant equestrian knowledge, with a comprehensive understanding of Para dressage nationally and internationally, including the FEI classification process.
- Ability and capacity to engage with insight and analysis collated by WCP and BD teams, while also maintaining own watching brief on trends, performances, and results.
- Excellent knowledge of BD and FEI Rules, including Para competition structures and championship formats, as well as all relevant welfare guidelines and regulations.
- Computer literate, with the ability to work from home and access to a personal computer, internet, and email.
- Driving licence and access to own car.

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 should be free from any interests that may create an actual, potential, or perceived conflict of interest with the role as a Selector. These may include, but are not limited to, being an active FEI international Para dressage judge or involved in coaching any of the championship team contenders, as well as advising on the buying and selling of horses, or any other interest that may reasonably be considered as a conflict for their role in the selection process.

Personal Skills / Characteristics

- High degree of personal and professional integrity, generating trust and respect.
- 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. REPORTING

Line Manager: Chief Executive Officer, with additional reporting into the BD Para Director, WCP Performance Director and WCP Performance Manager on selection matters.

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.