



VICTORIA SENIOR STATE DRESSAGE SQUAD

Dressage Victoria (DV) formed the Senior State Dressage Squad Sub-Committee in 2013 to oversee all aspects of the selection and development of Victorian Senior Squads, including training opportunities and selection of Victorian Teams competing in State Team events throughout Australia.

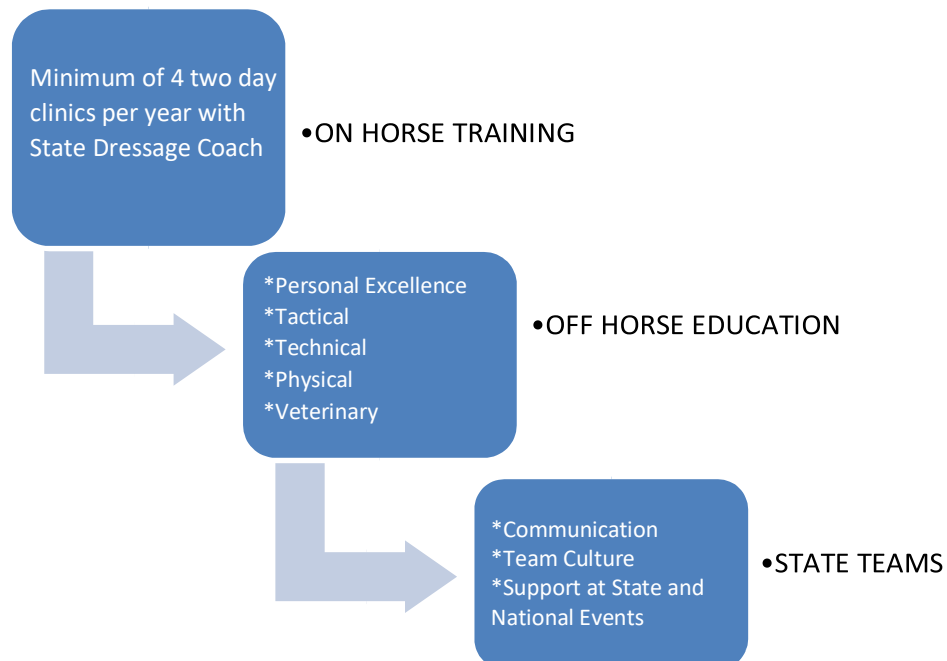
The Aims of the Victorian State Dressage Squad are to:

- *Provide a platform for the best Victorian horse and rider combinations to regularly access world class dressage instruction*
- *Provide a holistic approach to the athlete's competition preparation by delivering complimentary education in all facets of the sport including horse management, ASADA, media and psychology*
- *Develop a sense of camaraderie and professionalism in the Victorian team*
- *Provide a pathway to National Squads*

The Job

Primary purpose:

The SSS has put in place a Model for Squad Athlete development, which covers three primary roles:



- Support the development of horse and athlete combinations with the intention of developing combinations capable of selection onto National Squads and Teams
- Maintain effective communication with athletes, owners and Dressage Victoria
- Advise Dressage Victoria on issues relating to Squad combinations



Key Performance Indicators:

- Numbers of combinations on the Victorian Squads
- Numbers of Victorian Combinations on National Squads
- Compliance of athletes to attendance and reporting requirements required by SSS Committee
- Upgrading of combinations during competition season
- Improving scores of combinations
- Stakeholders' confidence in the system
- Policies and procedures regularly reviewed, assessed and updated
- Remain cash flow positive with a clear budget and financial strategy in place

The People

Qualifications and Experience of Sub-Committee members

When possible, the Sub-committee should have people responsible for and therefore with experience in each of the following areas:

- Marketing and sponsorship
- Clinics
- Off-horse activities
- State Coach
- Finances
- Current State Selector

Other Requirements

- Demonstrated and proven ability to work on a committee and contribute to the strategic development of policies
- Must be able to travel to fulfil requirements of the SSS which includes meetings, clinics and other squad activities. Must be prepared to be available for approx. 6 meetings per year.
- Reliable and Effective communicator – correspondence via email will be required between meetings to make decisions and discuss any issues. Email communication must be timely.
- Current Equestrian Victoria member: Officials membership is the minimum required

Skills and Personal Attributes

- Ability to communicate effectively with various stakeholder groups
- Ability to work autonomously whilst being part of a team
- Attention to detail
- Willing to be accountable for their actions, and prepared to justify decisions

Ethical Considerations

- SSS Committee members 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



- SSS Committee members need 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. Any appropriate EV policies and procedure will need to be known and taken into consideration.
- SSS Committee members must behave in a manner appropriate to the role and any untoward behaviour seen to bring DV, EV or the sport of Dressage into disrepute may be dealt with by DV and may require that member to be removed from the position.

Conflict of Interest

It is essential that the position of sub-committee members should be above any criticism of perceived or actual conflict of interest or bias.

Sub-committee members can still be in the role at the discretion of DV if they have an associated interest, that may be considered a conflict or bias, however a declaration of these conflicts/biases will be required to be identified at time of nomination and immediately on discovery any time during the term of office.

If a situation of conflict of interest does arise during any discussion or rulings the member shall remove themselves for the process for that situation.

Budget and Financial Information

The SSS will be required to create an annual budget for the planned spending to support the Squad activities. This budget should be completed in a time frame requested by the DV committee.

Members from the SSS will be required to keep track of all spendings and any significant deviation from the agreed budget will require approval by the DV Chair.

Any outstanding funds will be rolled over to the next year in line with EV policies

Appointment Procedure

Members of the sub-committee will ideally be elected for a term of 3 years, with a maximum of two consecutive terms. Any deviation from these terms of appointment must be approved by the DV Committee. Requests for nominations will be circulated by the EV dressage coordinator in October, with the appointment process to take place in November. The new 3 year term will commence from the next sub-committee meeting date. The outgoing members remains in office until the new sub-committee is formed and ratified by Dressage Victoria.

The sub-committee will consist of 5 members. Applicants must complete a nomination form and forward, together with their résumé and other supporting documentation, to the EV Office by 5pm on the specified closing date.



The Appointment Panel will consist of:

- Chair of Dressage Victoria
- The elected Riders Representative,
- a member of DV Committee appointed by Dressage Victoria

Where the Chairs of Dressage Victoria or Riders' Rep have a conflict of interest, the Committee of Dressage Victoria will appoint an alternate member from those committees

The Appointment Panel will assess applicants, determine whether they meet the required criteria and make an appointment. The Appointment Panel will rank all applicants and forward their recommendation to Dressage Victoria for ratification

Once approved by these bodies the coordinator of Dressage Victoria will notify applicants and announce the appointments

Committee structure

All governance of Dressage sub committees will be the responsibility of Dressage Victoria and Equestrian Victoria. A full understanding of EV constitution and by-laws are required by all members and DV and EV reserve the right to amend these policies should this become necessary.

Casual Vacancies

In the event of a sub-committee member standing down during the first year of their term, the Chair of DV will appoint the next ranked applicant from the recent advertising, who will fill the vacancy for the remainder of the term of office or if there are no other ranked applicants available the position will be advertised for the remainder of the term.

In the event of a sub-committee member standing down after their first year the position will be advertised and selection will be made from applications received as a result of this advertising.



NOMINATION FORM

Name	
Address	
Post Code	
Mobile phone number	
Email	
EV membership number	
Please	