

DRESSAGE VICTORIA STATE COACH

Dressage Victoria State Dressage Squad has the following aims

- *To provide a platform for the best Victorian horse and rider combinations to regularly access world class dressage instruction*
- *To 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*
- *To develop a sense of comradery and professionalism in the Victorian team*

The Job

Primary purpose:

- Coach Squad combinations at regular clinics to assess and guide their progress
- Work with athletes and their coaches to develop holistic and progressive training plans suitable to each combination
- Support selected Victorian combinations in Teams competitions at various State and National Championships where possible
- Advise Dressage Victoria on squad issues including the formulation and revision of selection criteria and policies, athlete development and athlete compliance
- Report as requested to Dressage Victoria at their regular Committee meetings
- Play a role in the development of procedures for the sport of dressage, its issues and challenges, particularly relating to the State's Squad Dressage athletes
- Ensure a consistent approach to selection processes and criteria, maintaining effective communication with athletes, owners, coaches and especially with Dressage Victoria
- Act as a Selector for State Squads and Teams as part of the Victorian Squad Selector Panel

Key Performance Indicators:

- Competition success of the selected individuals and teams
- Escalation of levels and/or results attained from individual combinations selected for Victorian Squads
- Proactive development of Squad culture and attendance (in cooperation with DV State Squad Sub-Committee)

The Person

Qualifications and Experience

The position must be filled with a person meeting the following criteria:

- Must be a current Equestrian Victoria member.
- Must be a current qualified EA coach, at an appropriate level for the standard they are coaching.
- Must have significant experience coaching and developing combinations up to and including Grand Prix level, preferably having coached combinations who have competed at International/National/State Championships, CDNs or CDIs
- Demonstrated or proven ability to work on a committee and contribute to the strategic development of policies for success at the highest level of competition
- Have a thorough understanding of National and International competition rules

Other Requirements

- Must be able to travel to fulfil requirements as role of State Coach. This includes meetings, squad clinics, competitions, social responsibilities etc.
- The State Coach should be able to be contacted by phone and/or e-mail within a reasonable timeframe, and have the ability to respond in a timely manner to requests by Dressage Victoria

Skills and Personal Attributes

- Ability to communicate effectively at all levels
- Ability to work autonomously whilst being part of a team
- Attention to detail
- Effective communication skills
- Some computer literacy
- Willing to be accountable for their actions, and prepared to justify decisions
- Prepared to make hard, yet fair, decisions and prepared to convey those decisions to the people affected
- There is no age restriction

Ethical Considerations

- The State Coach 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
- The State Coach must respect riders, judges and administrators and other key players in the sport
- The State Coach 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 the EA in mind.
- The State Coach 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.
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Conflict of Interest

- It is essential that the position of State Coach should be above any criticism of perceived or actual conflict of interest or bias
- The State Coach cannot be considered for squad selection as a rider for the duration they hold the position.
- The State Coach can still be in the role at the discretion of DV if they are an owner of a horse with potential for selection, the breeder of a horse on squad, have family members on squad, or have any other associated interest, including financial that may be considered a conflict or bias, however a declaration of these conflicts 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 activity, this will be discussed and a decision made by the DV Committee

Appointment Procedure

- The State Dressage Coach will be elected for a term of three years at which point the role will be readvertised, but the incumbent coach will be able to reapply
- The election will take place in November with a 3 year term to commence from the following January
- The outgoing coach remains in office until such time as the new coach selection is ratified by Dressage Victoria and the Equestrian Victoria Board, and an induction process has been carried out.

Applicants must complete a nomination form and forward together with their résumé and other supporting documentation to the EV Office.

The Appointment Panel will consist of:

- Chair of Dressage Victoria
- Chair of DOEC
- The elected Riders' Representative
- A member of the current State Squad leadership group
- Where the Chairs of Dressage Victoria or DJEP or the Riders' Representative 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