

Dressage Victoria Selectors Position Description 2021

Dressage Victoria (DV) Selectors determine the composition of all Victoria Squads and the nominations of individuals for Teams competitions, DV selectors communicate as and when required with the EV Board, Dressage Victoria, athletes, owners and coaches. The Dressage Victoria Selection Panel consists of two appointed Selectors plus the current state Dressage Coach, Dressage Victoria Selector report to Dressage Victoria.

Primary Purpose

- Select all Victoria Squad horse and rider combinations.
- Select athlete and horse combinations to represent Victoria in Teams competitions at various State and National Championships or any event to where selection is required.
- Advise Dressage Victoria on selection issues including the formulation and revisions of selection criteria and policies.
- Report as requested to Dressage Victoria at least twice a year.
- Play a role in the development of procedures for the sport of dressage its issues and challenges.
- Ensure a consistent approach to selection processes and criteria, maintaining effective communication with athletes, owners, coaches and especially with Dressage Victoria.

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.
- Policies and procedures regularly reviewed and updated.

The Person

Qualifications and Experience

The available positions must be filled with persons meeting the following criteria.

- Must be a current Equestrian Victoria member.
- At least one of the two selectors must be a current National A level judge of at least 3 years standing.
- Preferably judging appointments include at least three (3) National/State Championships CDN's or CDI's over the 3 year period immediately preceding appointment.
- At least one of the two selectors must have administrative experience in order to accurately compile results information from data base sources.
- 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.
- Ideally have held a leadership position on EA State or National Committees or specific discipline committees in the past 3 years.

Other Requirements

- Must be able to travel to fulfil requirements as role of selector. This includes meetings, squads, clinics, competitions, including judging and social responsibilities etc.
- The Selector should be able to be contacted by phone and/or email within a reasonable time frame, with an ability to respond 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
- Highly articulate and written 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 restrictions.

Ethical considerations

- The Selector should have qualities of tact, integrity and ability to present confidentiality of the information that is conveyed to them both by individual's riders and other EA officials and team management.
- The Selector must respect riders, judges and administrators and other key players in the sport.
- The Selector needs to have an open and approachable personality be able to deal efficiently and appropriately with riders owners etc. Many of the uses are sensitive and need to be handled tactfully and with the best interest of the sport and the EA in mind
- Selectors need to have the ability to deal appropriately with the media if required. Selectors 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 positions.

Conflict of Interest

- It is essential that the position of Selectors should be above any criticism of perceived or actual conflict of interest or bias.
- Selectors can not be considered for squad selection as a rider for the duration they hold position.
- Selectors can still be in the role at the discretion of DV if they are an owner of a horse with potential for selection, coach, breeder, have family members competing 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 the 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 selection process then the Selector shall remove themselves for the process of that situation.

Appointment Procedure

- Members of the Dressage Victoria Selectors Panel will be elected for a term of 3 years, with a maximum of two consecutive terms.
- The selector must stand down after the second term for a period of no less than 12 months where they are free to reapply.
- The election will take place in November with a 3 year term to commence from the following January.
- The outgoing Panel remains in office until the new Panel is formed and ratified by Dressage Victoria and the Equestrian Victoria Board.
- The panel will consist of no less than 3 members (including the State Coach) one of whom must be a current A level judge of at least three years standing.
- Applicants must complete a nomination form and forward together with the resume and other supporting documentations to the EV office.

The Appointment Panel will consist of

- Chair of Dressage Victoria
- Chair of DOEC
- The elected Riders Representative if non then a member of DV committee appointed by Dressage Victoria.
- Where the Chair of Dressage Victoria or DOEC 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 recommendations to Dressage Victoria for ratification.
- Once approved by these bodies the coordinator of Dressage Victoria will notify applications and announce the appointments.
- Once appointed the Dressage Victoria Selectors will elect a chairman from amongst themselves.

Casual Vacancies

In the event of a selector standing down during the first year of their term, the Chair of Selectors 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 applicant 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 received as a result of this advertising.