



SANEF PARA-EQUESTRIAN NATIONAL COACHES JOB DESCRIPTION

Overview

From 01 January 2009, SANEF Para Equestrian Technical Committee assumed responsibility for the management of the Para-Equestrian High Performance Program which is an aspect of the EQUESTRIAN TEAM SA High Performance Program.

This is the first major step in the mainstreaming of Para-Equestrian sport in South Africa and for this reason; appointments for Para-Equestrian High Performance positions will initially be made for a year. The Program will be reviewed after the 2010 WEG and new appointments may be made for the following two years through to the 2012 London Paralympics.

The position of National Coach will be a joint position and is a key appointment in the Paralympic Discipline. The National Coaches will provide a high level of input into the design and implementation of the High Performance Program participate in the coaching and education of high performance riders and have an impact on the success of international competition and other major campaigns. For this reason it has been decided that the appointment of National coach will be a joint appointment to ensure expertise in dressage and riding for the disabled critical for improved team performance in accordance with the Para Dressage Four Year Plan.

Functions and Responsibilities

The position of National Coaches is separated into three major areas. The National coaches are expected to jointly fulfill the requirements in all three areas unless an exemption is granted by the High Performance Panel.

High Performance Duties

- Assist in the formulation and review of both the Talent Identification and Development Program (TID) and High Performance Program for Para-Equestrian as a member of the Para-Equestrian High Performance Panel (HPP)
- Implement and drive the components of the HPP related to coaching and rider and horse development.
- Supervise and advise National Squad members on their training and competition programs.
- Oversee the national training clinic program, in accordance with the HPP. This role includes the scheduling of clinics, clinic format and the use of coaching and other technical personnel
- Provide individual coaching and advice to National Squad including horse management and training aspects. This may necessitate traveling to the home base of the rider on occasions.
- Maintain training, competition and performance records of riders and horses as part of a performance analysis system.
- Apply a holistic approach to rider and horse development including the incorporation of modern and innovative sport development techniques. This includes sport science, medical and other athlete support services.
- Liaise with, and work with personal coaches of National Squad members on issues relating to training and competition preparation
- Attend major events during the year and provide coaching and support to National Squad members at these events. The events at which the coach is to attend will be determined as part of the HPP and will depend on funding level and priorities, from time to time. This may include overseas events.
- Liaise with the South African team veterinarian regarding veterinary and health issues of squad horses.
- Work with the Chef d'Equipe and the High Performance Manager in organizing and implementing training camps and team competitions
- Be a member of the National Selection committee in accordance with the roles and responsibilities of the National Selectors.

Talent Identification and Development Duties

- Assist in the formulation and review of the Talent Identification and Development Program (TID) for Para-Equestrian as a member of the Para-Equestrian High Performance Panel (HPP)
- Provide coaching plans and training schedules for TID athletes
- Advise and assist the development of coaches and riders on the TID programme.
- Liaise with the HPP, The SANEF Equestrian Academy and the High Performance Centre of Specialization regarding athletes on the TID programme.

National Team Duties

- Coach the National team at World Equestrian Games and Paralympic Games and other team competitions that are part of the HPP.
- Contribute to the formulation of, and participate in, the Paradressage talent identification and development programme as well in the National team preparation activities including training camps and overseas campaigns.
- Identify assistant coaches and grooms in conjunction with the High Performance Manager and Para-Equestrian HPP for team campaigns and utilize personal coaches of riders (where feasible) to ensure maximum performance benefit to the rider as an individual.

Administrative and Reporting

- Participate as a member of the Para-Equestrian High Performance Panel.
- Prepare high performance coaching plans and strategies based around enhancing the performance of the South African team, National Squad riders and horses.
- Prepare and submit reports on the following activities Paralympics, World Games and other Team Competitions that are part of the HPP plus overseas events attended by the Coach at which South African riders compete
- Prepare and submit reports for SANEF, SRSA and SASCOC relating to TID, HPP and OPEX programmes training clinics and camps
- Technical, coaching and performance appraisals on a yearly basis.
- Contribute to the formulation and review of performance targets and assist in the monitoring of National Squad members.
- Have a demonstrated level of computer literacy (especially in word and excel)

KEY PERFORMANCE INDICATORS

- Increase the performance levels of horses and riders in pursuit of performance targets.
- Achieve the performance targets set for the South African team.
- Provide to National Squad members coaching and advice of a quality and quantity necessary to achieve improvement in performance level. This key indicator includes coaching at HPP camps and competitions.
- Coaching programs are regarded as innovative and holistic.
- Complete tasks as outlined in the position description.

POSITION REQUIREMENTS

Technical skills and knowledge

- Have an excellent understanding of the requirements of elite performance.
- Demonstrate the knowledge and ability to establish and implement a holistic and comprehensive plan to develop riders and horses to a consistently higher level of performance.
- Display the technical knowledge and ability to coach Para-equestrian riders to an international level.
- Commitment to ongoing and continued professional development.

Personal attributes

- Display strong interpersonal and communication skills
- Posses the personal skills and ability to gain the respect and compliance of riders, coaches and officials.
- Display an impartial approach and independent allegiance towards riders in National coach duties and decisions.
- Leadership skills and an ability to work with other team personnel in high pressure situations.

Qualifications

The successful applicants will have attained the following qualifications:

- Dressage Specialist National Coach: FEI level 2 coaching certificate or SANEF Level 3 / SANEF National Discipline Coaches Register / Formal qualification in dressage instruction (IGEQ or similar) / similar international qualifications. Valid First Aid certification. Experience in coaching teams at international and or national level.
- Disability Specialist National Coach: SARDA Level 2 Senior instructor or international equivalent. Valid First Aid certificate. Experience in coaching teams at international and or national level.

ACCOUNTABILITY

The National Coaches are accountable to SANEF PENTC through the High Performance Panel.

Note: On a day-to-day basis, the National coach is accountable to and reports directly to the Para-Equestrian High Performance Manager

Performance reviews will be carried out annually and will be conducted by the Para-Equestrian High Performance Panel and the SANEF CEO.

The role and position will be reviewed following the World Equestrian Games.

OTHER PARAMETERS

SANEF recognizes that the National Coaches may have independent personal and/or professional coaching arrangements with riders. It is unrealistic to restrict the National Coaches appointment to those coaches who do not have any personal coaching arrangements with current or potential squad riders. Therefore, this situation is to be carefully controlled together with an element of 'good faith' between SANEF and coaches.

The National Coaches are required to fulfill the criteria outlined in the position description including the TID and HPP and therefore it must be clearly identified and approved by the Para Equestrian High Performance Manager which sessions are National coach duties as opposed to private coaching.

Whilst the National Coaches are engaged in official SANEF National coach duties, they will be expected to devote their time exclusively to SANEF National Squad members.

APPOINTMENT PROCEDURE

- The Para-Equestrian National Coaches will be appointed for a term of a 1- year period with a review by the High Performance Panel following the World Equestrian Games.
- The SANEF National Office calls for nominations from the general membership, the Provincial Bodies, their committees and SARDA. Applicants must complete a nomination form and forward together with their résumé and certified copies of relevant certification as well as any other supporting documentation to the SANEF National Office by the required date.

- The Appointment Panel will consist of one member from the SANEF PENTC, one member from SARDA, a member of the SANEF MANCO (who will chair the Panel), and the SANEF High Performance Manager.
- The Appointment Panel will assess applicants, determine whether they meet the required criteria and recommend the appointments. The Appointment Panel will advise the SANEF PENTC through the Chairman who will in turn notify applicants and announce the appointment once ratified by the SANEF PENTC.
- The successful applicant will be required to work with the Para-Equestrian High Performance Panel to develop the 'Para-Equestrian High Performance Plan'. On finalization of this plan, the terms of the National Para-Equestrian Coaches will then be negotiated in accordance with the requirements of the Para Equestrian High Performance Program.