



## Role Specification: Director- Performance

### Purpose

- The role of **horsescotland** Board Directors is to provide leadership to the organisation and planning for the future. It employs staff to run **horsescotland** on a day-to-day basis.
- Board Directors must act in accordance with legislative and regulatory duties, **horsescotland** rules, values and corporate objectives.

### Roles & responsibilities

- Performance (the Performance Programme is one of the main areas of programme funding - work with the Olympic Disciplines to develop the programme along with the Education and Development Manager- staff lead for this area)
- Develop a pathway onto the programme which links to the activities delivered through Member Bodies and Talent Advisors
- Working with the Athletes and coaches to ensure goals are mutually set and the athletes remain committed to the performance programme and the achievement of the agreed goals
- Work with the Performance Programme disciplines, Coaches and Athletes to continually evaluate the performance programme.
- Recruitment of coaches and riders for the Performance Programme
- Lead on performance policies and education about the Performance Programme
- Manage the programme and feedback to the Board and **sportscotland** to ensure the programme development tracking of upcoming riders.
- Partnerships – British Equestrian World Class Team and Olympic disciplines
- Major Events (supporting major events to ensure we continue to have competition at all levels of the pathway)
- Look to develop a partnership with Event Scotland (build a relationship with Event Scotland for supporting the major events and demonstrating impact etc)
- Provide support around crisis communications situations

### General Responsibilities

- Provide input into strategy development
- Work to find and develop new funding streams
- Monitoring/ Measuring KPI's
- Ensure all policies and procedures are adhered to
- Provide advice and guidance to member bodies
- Support the national Equestrian Awards
- Support member bodies events and AGMs

### Skills/ Experience/ Attributes required

- Understanding of performance competition across Olympic and Para disciplines and be able to support athletes with competition advice either directly or in partnerships with the disciplines to ensure progression
  - Excellent networking and people management skills
  - Thorough knowledge and experience of one or all of the areas within the role's portfolio
  - Understanding of Athlete Management
  - Knowledge and awareness of highest standards of horse welfare
  - Knowledge and understanding of the highest standard of athlete safeguarding
  - Ability to communicate with athletes and coaches out with the programme days to ensure effective delivery of the programme
  - Ability to demonstrate commitment to **horsescotland** and its objectives
  - Commitment to promote the highest standards of corporate governance and seek compliance wherever possible
  - The ability and willingness to influence **horsescotland's** policy
  - The ability to represent **horsescotland** acting as an ambassador for the organisation at all times
  - A knowledge of the structures, controls and politics of Scottish sport
  - Experience of organisational development
  - The highest standards of integrity and probity
  - The ability to question intelligently, debate constructively, challenge rigorously and decide dispassionately
- The ability to work strategically as part of a team and to lead effectively in areas of specific responsibility of this role.
- The ability to attend approximately 8 Board Meetings per year, 1 Annual General Meeting and any other meetings as required (approximately 2-3 days per year). Directors are also expected to lead or play an active role on a Strategic Group and Sub-Committee as required
  - The ability to support the Performance Programme Training days where possible in partnership with the Education and Development Manager.
  - It is important that Directors are independent in character and judgement and have no relationships or circumstances which could affect or appear to affect the Directors' judgement,

## Equality Statement

- horsescotland** endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in equestrian activities, whether as participants, team members, volunteers, coaches, office-bearers in clubs or those within **horsescotland**:
- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation; and
  - can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their activities without the threat of intimidation, victimisation, harassment or abuse.