



EQUESTRIAN SPORTS
NEW ZEALAND

National Development Manager

- Strength & Adapt**

Equestrian Sports
New Zealand

SPORTSPEOPLE
RECRUITMENT



- **National project management role**
- **Focus on strengthening membership value**
- **Connect and collaborate with the equestrian community**

About Equestrian Sports New Zealand

Equestrian Sports New Zealand (ESNZ) is the national sports organisation (NSO) for Equestrian Sports in New Zealand as recognised by Sport New Zealand (SNZ) and High-Performance Sport New Zealand (HPSNZ), the New Zealand Olympic Committee (NZOC), the New Zealand Paralympic Committee (NZPC) and the Federation Equestre Internationale (FEI).

ESNZ is responsible for the management and development of the sport through the various disciplines to provide pathways and competition for riders, coaches, officials and international teams representing New Zealand from age group development to elite teams, including World Championships and the Olympic Games. The disciplines include Eventing, Jumping & Show Hunter, Dressage, Endurance & CTR and Para Equestrian.

ESNZ is structured across the Areas of **Community and Participation** (Coaches, Officials, Schools, Wellbeing, Other Equine partners) **High Performance** (Athletes, Coaches, Athlete support staff) **Competition** (Lead by Disciplines) **Finance and Risk** and **Operations IT**.

ESNZ's vision is to enrich the lives of humans and horses through equestrian pursuits.

ESNZ exists for the equestrian community to participate in organised, safe and inspiring recreational and competitive equestrian sport experiences **'Pony to Podium'**.

The vision is delivered through three clear focus areas:

- Quality Horse and Human Recreational Experiences
- Quality Horse and Human Competitive Experiences
- World Winning Performances

Underpinning these are the ESNZ values of: Integrity, Excellence, Inclusiveness, and Wellbeing of the Horse and Human.



National Development Manager - Strength & Adapt

Sport NZ and High Performance Sport NZ established the National Partner Strengthen and Adapt Programme in July 2020 to improve the capacity, capability and resilience of selected national partners and their delivery networks, so that they are best positioned to meet the needs of participants and athletes into the future.

This national project management role requires a stakeholder management specialist with the ability to collaborate with the equestrian community in identifying what members want from ESNZ and co-designing membership offerings to meet the needs of horses and riders at all levels and across all disciplines.

Reporting to the General Manager - Community, the National Development Manager - Strength & Adapt will project manage the Strength and Adapt approach which will develop 2 key elements:

1. "connect through collaboration" by co-designing a membership offering that provides a financially sustainable and attractive value proposition to strengthen membership for current competitive members and adapt membership to incorporate recreational equestrian horses and riders (initially within the current ESNZ disciplines, but with potential to broaden further with and across equestrian partners in future).
2. "discipline delivery pilot" approach with equestrian disciplines to co-design inclusive horse and human-centric approaches to the equestrian pathway and experiences (progressively across disciplines but to inform and influence across all disciplines).

To be successful in this role, you will have demonstrated success in a project management role within business, sport or similar that has achieved increased capacity for participation. You will have the ability to manage competing priorities and activities at once whilst planning, coordinating and driving the design and implementation of project milestones that are on time and meet strategic targets.

As a collaborative and visionary leader, a proven background in engaging and influencing people is essential, with the negotiation, communication strategy and storytelling skills to position value proposition. You will have the conviction and courage to challenge status quo if needed, and able to build strong relationships, advocate, inspire and elicit cooperation from a diverse range of key stakeholders (internal and external), creating win/win outcomes.

A background in Equestrian sports or the horse industry is not required; however you must be committed to driving a positive change for existing and new members of ESNZ. This is a unique and significant opportunity to help create a stronger sport for the benefit of New Zealanders into the future.



Position Outcomes

Connection through Collaboration Programme

- Define the roles and responsibilities of all ESNZ members in the context of regional and national equestrian service delivery
- Provide a membership offering with examples for ESNZ equestrian disciplines to collaborate (nationally and regionally) to deliver valued services and experiences with a horse and human-centric approach in an efficient and effective way
- Identify any key digital enablement needed for equestrian participants to join, pay and access information, services and value from their ESNZ membership (which are accessible, horse and human-centric, user friendly and accurate)
- Communicate to equestrian participants, both recreational and competitive, so they can clearly understand the benefits and value of ESNZ membership (as well as where various equestrian organisations fit and connect from a participant perspective)

Discipline Delivery Pilot Programme

- Improve the pathways and competition delivery in disciplines to better meet horse and human needs
- Increase the understanding across officials, organising committees and other delivery partners in each discipline around the appropriate balance between rules and inclusive experiences at different levels of equestrian participation
- Ensure horses and humans in each discipline increase their participation and satisfaction with competitive equestrian experiences
- Provide evidence of successful change and cross-discipline sharing to other ESNZ disciplines to increase their awareness, desire and knowledge to initiate their own horse and human-centric change journey

Project Management

- Responsible for the coordination, implementation and completion of the project while remaining aligned with ESNZ strategy, commitments & goals
- Plan and implement projects
- Help define project scope, goals and deliverables
- Define tasks and required resources
- Manage the project team
- Allocate project resources
- Create a project plan and timeline
- Support and direct the team
- Track deliverables
- Help shape and lead quality assurance
- Monitor and report on project progress
- Implement and manage change where needed
- Produce progress reports for ESNZ Board
- Be a member of the ESNZ Operational Leadership team

Key Relationships

- ESNZ CEO
- ESNZ General Manager - Community
- ESNZ General Manager - Finance & Operations
- Discipline Sport Managers (Jumping, Dressage, Eventing, Endurance and Para-Equestrian).
- ESNZ Members, Owners, Breeders, Area Group Secretaries, Affiliates and Online Entry Providers



Hours of Work and Tenure

This is a Full Time position (40 hours/week) over a 3 year contract period. Due to the nature of the role and the sport industry, some evening and weekend work will be required to attend meetings and events.

Location and Travel

The ESNZ office is located in Panama House, Wellington. Candidates from other locations within New Zealand will be considered noting travel to the Wellington office will be required from time to time. Please specify your location preference(s) in the Application Form.

The nature of the position may require occasional domestic travel to attend scheduled meetings and events.

Remuneration Guide

A market competitive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

Residency and Immigration

Candidates must be a New Zealand Citizen or resident with a legal right to reside and work in New Zealand in order to be considered for this position.

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

- Excellent project management skills and experiences
- Exceptional relationship building skills to build collaboration and codesign
- Effective communication strategy and storytelling skills to position value proposition
- A passion to make a change for existing and new members of ESNZ
- Conviction and courage to challenge status quo
- Problem solving skills
- Agility and ability to quickly respond to change and adapt
- Exceptional attention to detail with demonstrable ability to accurately manage data and information
- Able to manage own workload and time to complete tasks effectively and efficiently
- Ability to optimise business processes and systems to support an increase in services
- Ability to remain calm under pressure when dealing with project management issues or delays
- Willing and co-operative team player/member
- Enthusiastic outlook and willing to go the extra mile
- Capable user of computer technology including Excel, Word, Outlook and database programmes including the ability to learn new programmes quickly.
- Strong community connections notably with local deliverers (desirable)
- Knowledge and a passion for Equestrian sports / horse industry (desirable but not essential)



Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role early if sufficient merit applications are received.

Applications Close: 5pm Wednesday 8 February, 2023

Candidates must complete and submit the **COMPULSORY Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the "apply now" link at the advertisement via **sportspeoplerecruitment.com/jobs**

Enquiries

In the first instance general enquiries should be directed to **Karen Good on +64 21 231 9602** or **FREECALL NZ 0800 634 388** or **+61 2 9555 5000** or via **jobs@peoplerecruitmentgroup.com**.

About Sportspeople Recruitment

The National Development Manager - Strength & Adapt, Equestrian Sports New Zealand search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 27 years in 2023 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers. We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by Equestrian Sports New Zealand as the exclusive search partner for the National Development Manager - Strength & Adapt position.

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

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