**horse**scotland **Performance Squad Coaching Team**

**Support Staff – Physio**

**Support Staff –** **Fitness, Strengthening & Conditioning**

**horsescotland** is the national organisation for all equestrian sports and activity in Scotland and was founded in 1998. The vision that we share with our members is:

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*"To enable those in our sport and sector,
by supporting their development,
to excel in what they do best"*

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​The key outcomes for Scottish equestrianism are to:

* increase the overall levels of participation and equestrian activity in Scotland
* enable Scottish riders, drivers, vaulters and equines to excel on the world stage
* support **horse**scotland member bodies to flourish by working collaboratively

**horse**scotland is a partner of **sport**scotland (the national sports agency) and seeks to enable equestrian sport and the equestrian sector in Scotland to develop and excel through the highest levels of participation in the sport and the highest levels of growth for the country's equestrian industry.

The **horse**scotland Performance Squad is a funded programme via **sport**scotland Lottery funding. It has been running for many years and has seen increased funding following the 2012 Olympics where Scott Brash, a former member, won Olympic Gold.

The programme will enter a new 4 year cycle in April 2021 with the primary aim to develop our most promising equestrian talent/partnerships to secure team GB places in all equestrian disciplines supporting athletes to success on the National and International stage through to Paris 2024 and beyond. Programme staff work closely with British Equestrian for the smooth transition of athletes to the World Class Programme.

The **horse**scotland Performance Programme is now seeking applications for the positions of Support Staff – Fitness & Strengthening and Support Staff - Physio.

The roles involves the monitoring, reviewing and mentoring of the rider’s progress on the programme, working together as a team alongside the Performance Director, Performance Manager, Performance Coach – flatwork and Performance Coach – jumping and Videographer to provide a holistic view to the athletes to inform their wider training programmes. The roles offer an exciting opportunity to grow the profile of elite Scottish equestrian athletes and support our most talented partnerships to represent Scotland at the highest levels of our sport.

**Person Specification & Role Descriptor - Physio**

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| **Essential** | **Desirable** |
| **Qualifications and Knowledge*** A full member of a **horse**scotland or a **horse**scotland member body
* ACPAT qualified
* Understanding of the performance pathway for the talented riders
* Experience of working with equestrian performance athletes
* The technical knowledge, appropriate to function, for producing horses and riders to International level.
* Completed Safeguarding and Protecting Children course.
 | * Notable commitment to personal CPD within the talent environment.
* A thorough understanding of FEI Rules and Regulations.
* Knowledge of the national/international competition structure and how this can impact on the development of horses and riders.
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| **Experience*** Experience of working with riders in high pressure environments.
* Experience of working within a performance environment.
* Experience of creating a team environment.
* Experience of working with cross functional coaching teams to develop a holistic approach to performance improvement
 | * Competent in the use of MS Office, including Word, Outlook and Excel.
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| **Behaviours and Skills*** Ability to provide constructive and challenging feedback whilst motivating and inspiring athletes to improve their performance
* Ability to work in a team, contribute to the wider goals and take direction.
* Excellent attention to detail.
* Ability to maintain a professional approach in high pressure environments.
* Ability to manage challenging situations in an appropriate manner.
* Ability to work within a confidential environment
* Provide a model for a healthy, trusting relationship through clear and appropriate communication and active listening;
* Able to use own initiative, self-motivated and committed to ongoing personal development and training.
* Availability to travel to training camps as required.
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**Person Specification & Role Descriptor - Fitness, Strengthening & Conditioning**

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| **Essential** | **Desirable** |
| **Qualifications and Knowledge*** A full member of a **horse**scotland or a **horse**scotland member body
* Fitness & Strengthening – Level 3 PT qualification
* Understanding of the performance pathway for the talented riders
* Experience of working with equestrian performance athletes
* The technical knowledge, appropriate to function, for producing horses and riders to International level.
* Completed Safeguarding and Protecting Children course.
 | * Notable commitment to personal CPD within the talent environment.
* A thorough understanding of FEI Rules and Regulations.
* Knowledge of the national/international competition structure and how this can impact on the development of horses and riders.
 |
| **Experience*** Experience of working with riders in high pressure environments.
* Experience of working within a performance environment.
* Experience of creating a team environment.
* Experience of working with cross functional coaching teams to develop a holistic approach to performance improvement
 | * Competent in the use of MS Office, including Word, Outlook and Excel.
 |
| **Behaviours and Skills*** Ability to provide constructive and challenging feedback whilst motivating and inspiring athletes to improve their performance
* Ability to work in a team, contribute to the wider goals and take direction.
* Excellent attention to detail.
* Ability to maintain a professional approach in high pressure environments.
* Ability to manage challenging situations in an appropriate manner.
* Ability to work within a confidential environment
* Provide a model for a healthy, trusting relationship through clear and appropriate communication and active listening;
* Able to use own initiative, self-motivated and committed to ongoing personal development and training.
* Availability to travel to training camps as required.
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**Role Description**

The duties of the Performance Support Staff for the **horse**scotland Performance Programme are as follows:

* To attend all Performance Programme training
* To attend de-briefing sessions with full coaching team during training to highlight and tackle issues relating to rider performance
* Support the discipline specific rider performance review process to set appropriate goals for riders on the programme.
* To report at all times to the **horse**scotland Performance Director and Performance Manger, giving written feedback on athlete performance
* To produce reports as required and attend programme planning meetings (up to 4 meetings per annum).
* Give riders feedback on their performances at training camps and encourage a reflective approach to their training and development.
* To identify suitable development opportunities for riders on the programme.
* Ability to provide riders and support teams with advice and guidance on preparation for training and competition plans
* Offer specialist advice to riders preparing for International competition.

**This is a self-employed position and a daily fee is paid with travel expenses at the agreed horsescotland rate for this role on the receipt of an invoice.**

The successful candidate must be eligible to work in the UK.

As the needs of the business change this role will change accordingly, therefore this document should be viewed as a guideline which may be subject to change.

Applicants will be in a position of trust and will be working with children and vulnerable adults. Therefore, all applicants will be subject to a Protection of Vulnerable Groups check and must also have completed a Child Protection and Safeguarding course in Scotland within the last three years.

## Equality Policy

**horse**cotland promotes a policy of equality of opportunity and is committed to eradicating any form of unfair discrimination. We will ensure that people are selected on the basis of their suitability and are treated fairly regardless of race, disability, class or social background, religious belief, sexual orientation, ethnic or national origins, gender, marital status, pregnancy, parental status, age, colour or political persuasion or any other aspect not related to job performance.

**A CV, letter of application and completed equal opportunities and declaration of interest forms should be sent by 12.00 noon on 22/1/2021 to**: Jen Cassidy, Performance Manager, performance@horsescotland.org