



## Eventing Chef d'Equipe/Technical Advisor Job Description

August 9, 2010

### The U.S. Equestrian Federation Eventing Chef d'Equipe Will:

- In coordination with the Eventing High Performance Committee, develop and implement the 2013-2016 Eventing High Performance Plan and the programs to achieve the defined objectives, with assistance as needed from USEF staff. These objectives are as follows:
  - The primary focus is winning at the Olympic Games, World Equestrian Games, and Pan American Games, as well as other championships and CCI/CCIO's/CHIO's;
  - The primary responsibility of the Chef d'Equipe is to prepare a plan each year for approval by the High Performance Committee and Selectors, and implement that plan with the riders and horses to best enhance preparation for the upcoming Championship, thereby giving the US the best chance of medals at that Championship;
  - Monitor the form and soundness of prospective international competition horses and the form and riding skills of riders for areas of improvement and communicate, as appropriate, to those concerned and responsible;
  - Oversee the training and preparation of candidate horse/rider combinations for international championships such as the Olympic, Pan American, and World Equestrian Games, and other competitions mutually agreed upon between the Chef d'Equipe and USEF. In this capacity, the Chef d'Equipe will travel to agreed-upon competitions to advise riders, as appropriate, in areas needing improvement;
- Serve in the role of Chef d'Equipe at the Olympic, Pan American, and World Equestrian Games, and at other CCI/CCIO's/CHIO's as mutually agreed upon each year;
- Serve as a non-voting Advisor to the Eventing selectors and with the team farrier and veterinarians;
- Report directly to the Managing Director of Eventing activities and work in conjunction with the High Performance Committee, to perform the duties outlined above at times and locations mutually agreed upon by the Chef d'Equipe and USEF;
- Provide an annual written year-end performance report to the Managing Director of Eventing and the Chairman of the Eventing High Performance Committee for their review and analysis.
- Identify, oversee and work directly with other specialty coaches, if the program warrants it;
- Retain final decision-making authority for all competitive matters after the selection of teams;
- Exercise judgment and discretion in the manner and means by which the job is accomplished;
- Conduct and/or oversee training sessions/veterinary evaluations throughout the year;
- Additionally, there is agreement that on days when the Chef d'Equipe is required to perform services for USEF, s/he will not be engaged by another individual or organization on the same day without permission from USEF;
- Be domicile in the US (preferred, but not mandatory)

**USEF RETAINS THE RIGHT TO AMEND, MODIFY, OR CHANGE THE JOB DESCRIPTION  
AT ANY TIME.**

**Applications OPEN August 15, 2010  
Applications CLOSE January 31, 2011**

**Applications should be emailed to [sara.ike@usef.org](mailto:sara.ike@usef.org) or via fax at 001-908-234-9417**



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### **The Eventing Chef d'Equipe will have the following qualities:**

- Defines him/herself by this role;
- The will to win;
- Successful international experience at the Championship level; or produced winners at the Championship level;
- Be a horseman;
- Be organized;
- Possess a personal strength of character;
- Possess proven judgment skills, discretion in decisions and personal integrity
- Possess strong interpersonal skills;
- Be firm and confident in decisions;
- Possess international stature;
- Knowledgeable and influential internationally;
- Be willing, ready, and able to travel to all areas of the globe in order to fulfill job duties.
- Provide verifiable assurance that personal conflicts of interest do not exist, including the sale of horses;
- Possess proven leadership ability to guide the High Performance Plan to win at the Championship level, having been given the authority to do so;
- Able to work successfully with: athletes, veterinarians, owners, fellow USEF staff members, athlete's individual coaches/trainers; and members of the High Performance Eventing Committee;
- Approachable, forthcoming with advice, and approachable enough so that riders do not hesitate to ask for assistance;
- Able to think strategically on a national and international level, considering riders throughout the country, including Developing Riders.
- Able to conduct Eventing training sessions at a High Performance level;
- Able to foster talent, i.e. guide the careers of horses of horses and riders.
- Identify, select and secure assistant coaches if the program warrants.

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